

**"MENTAL WELLBEING OF WORKING WOMEN: A COMPARATIVE ANALYSIS  
OF TAMIL NADU AND KERALA"**

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**Submitted by**

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**CERTIFICATE**

This is to certify that this dissertation titled "Mental wellbeing of working women: a comparative analysis of Tamil Nadu and Kerala" is a record of genuine and original work done by Anita George Reg. No 220011000170 of IV semester Masters of Social Work course of this college under my guidance and supervision and it is hereby approved for submission.

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## DECLARATION

I, Anita George hereby declare that the research work titled "Mental wellbeing of working women: a comparative analysis of Tamil Nadu and Kerala" submitted to the M G University, Kottayam, is a record of genuine and original work done by me under the guidance of Mrs. Simmy Xavier, Assistant professor, Bharata Mata School of Social Work, Thrikkakara and this research work is submitted in the partial fulfilment of the requirements for the award of the degree of Master of Social Work specializing in Medical and Psychiatry.

I hereby declare that the results embedded in this research have not been submitted to any other University or Institute for the award of any degree or diploma, to the best of my knowledge and belief.

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## ABSTRACT

This study investigates the mental well-being of working women in, Tamil Nadu and Kerala, aiming to understand the unique challenges and factors influencing their mental health. Working women in work face distinct stressors related to employment, family responsibilities, and societal expectations, which can impact their overall well-being. By conducting a comparative analysis between Tamil Nadu and Kerala, this study seeks to identify similarities and differences in the mental health experiences of working women in these two states.

The research methodology involves a comprehensive examination of sociodemographic variables, work-related factors, stress levels, and well-being among working women in Tamil Nadu and Kerala. Data collection methods include surveys, and analysis of existing literature and statistical data.

Findings reveal that the mental well-being of working women in Tamil Nadu and Kerala is influenced by a range of factors, including work-related stress, family dynamics, social support networks, and cultural norms. While both regions exhibit similar trends in terms of stress levels and work-life balance, differences emerge in terms of access to healthcare and social support systems.

In conclusion, this comparative analysis provides valuable insights into the mental well-being of working women. By identifying the challenges faced by working women in Tamil Nadu and Kerala, this study contributes to a deeper understanding of mental health issues in contemporary society and provides a foundation for developing targeted interventions to support the mental well-being of working women.

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# **CHAPTER 1**

# **INTRODUCTION**

## **INTRODUCTION**

Recent studies have highlighted several factors that significantly contribute to stress and impact the mental well-being of working women. These factors include the dual burden of professional and domestic responsibilities, workplace discrimination, lack of social support, and inadequate work-life balance.

The growing number of women entering the profession, particularly in cities, and the need to address the particular stressors they encounter make this research important. This study compares the mental health of working women in these two states with the goal of identifying the particular factors such as sociodemographic variables, work-related stress, overall wellbeing, and quality of life that contribute to their mental health status.

### **WOMEN**

Women have played a vital role in society, making significant contributions to various aspects of life. Although they have faced obstacles in attaining equality with men, their roles have evolved over time. In numerous cultures, women have been crucial in shaping families, communities, and even nations. They often take on the responsibilities of childbearing, child-rearing, and managing household duties. While progress has been made in granting women equal rights in many countries, disparities still persist in certain societies.

In the late 19th century, there were significant transformations in women's roles. Initially limited to domestic tasks such as cooking and homemaking, women began to enter the workforce during World War I and the Industrial Revolution. This shift not only resulted in greater gender equality but also created opportunities for women in education, politics, and employment. By participating in the workforce, women not only met the demand for labor but also gained the power to challenge traditional societal norms.

The roles society assigns to genders are constantly evolving and influenced by social constructs. In recent times, women have become more active in fields that were traditionally dominated by men. This shift is evident in their educational accomplishments, increased participation in the workforce, and the narrowing of the gender pay gap. However, despite these positive changes, there are still regions where women face unequal treatment and challenges. In general, women play diverse and vital roles in families, societies, and countries. It is essential to empower them through education, equal opportunities, and recognition of their contributions in order to promote societal development and achieve gender equality.

## **WORKING WOMEN**

Working women play a crucial role in the workforce, utilizing their skills and knowledge across various industries. A working woman is defined as a female who is employed, distinguishing her from a homemaker or someone primarily responsible for domestic tasks. This term encompasses women who earn a salary, wages, or income through regular employment outside their homes.

The role of working women has undergone significant changes over time. In the past, women were primarily confined to household duties. However, due to shifting societal norms and increased opportunities, women have ventured into diverse fields such as STEM, business, healthcare, and more. The contributions of working women are essential for economic growth, fostering innovation, and driving social progress.

Working women encounter distinct obstacles when it comes to juggling their work and personal life commitments. Matters such as fair compensation, opportunities for career growth, and

maintaining a healthy work-life balance frequently pose concerns for working women. However, despite these challenges, many working women thrive in their professions while effectively managing their familial responsibilities.

It is crucial to empower working women by providing them with equal opportunities, implementing supportive policies, and acknowledging their valuable contributions. By doing so, we can foster inclusive work environments and advance gender equality. The contributions of working women are invaluable not only to the workforce but also to society as a whole.

### **MENTAL WELLBEING OF WORKING WOMEN**

Various factors, such as their roles, responsibilities, and workplace environments, can influence the mental wellbeing of women in the workforce. Research suggests that employment can have a positive impact on women's mental health by offering job privileges, economic independence, and a sense of self-worth. Working women often derive benefits from their jobs, including status, recognition, and psychological satisfaction, which contribute to their overall wellbeing.

However, working women face challenges in balancing their work and personal life responsibilities. Pay inequity, high levels of stress, and unbalanced caregiving duties are factors that can affect their mental health. Women are more prone than men to experience conditions like depression, anxiety disorders, and post-traumatic stress disorder (PTSD).

Employers play a vital role in supporting the mental health of women by promoting inclusivity, providing resources for mental health, and fostering a supportive work environment. In order to tackle the unique obstacles that working women face, organizations have the ability to in-

troduce various initiatives. These initiatives may include promoting inclusive workplace cultures, breaking down barriers and biases, offering flexible work arrangements, providing mental health support and resources, and ensuring diverse and inclusive leadership.

Placing emphasis on the mental health of women in the workplace is not only morally necessary but also a strategic investment. This investment can result in more productive, innovative, and satisfied employees. By acknowledging and addressing the distinct challenges that working women encounter, organizations can cultivate environments that nurture well-being and contribute to overall success.

### **THE MENTAL WELLBEING OF WORKING WOMEN IN TAMIL NADU AND KERALA IS PARAMOUNT DUE TO THE FACTORS OF:**

#### 1. CULTURAL AND SOCIAL CONTEXT:

- The mental well-being of working women in Tamil Nadu and Kerala is heavily influenced by the cultural and social context in these regions. These states have deep-rooted cultural traditions and societal norms that shape women's roles and expectations. In Tamil Nadu, for instance, there is a strong emphasis on family values and the expectation for women to be caregivers, which can create pressure for them to find a balance between work and family responsibilities. Similarly, in Kerala, where the society is more matrilineal compared to other parts of India, women may face different expectations and responsibilities.
- Recognizing these nuances is essential for developing targeted interventions and support systems that are culturally sensitive and cater to the specific needs of working women in these areas. For instance, interventions aimed at promoting work-life balance and reducing stress should take into account the cultural norms surrounding family and caregiving responsibilities. Likewise, support

systems such as counseling services or mental health programs should be customized to address the unique cultural and social factors that influence women's mental health in Tamil Nadu and Kerala. (Shah, 2015 July)

## 2. POLICY IMPLICATIONS:

- Research into the mental well-being of women in the workforce can have significant implications for policymaking. By identifying the main sources of stress, obstacles, and support systems, policymakers can establish strategies to enhance mental health in the workplace and overall well-being. (Abhilasha Dhyani, 2022 Oct)
- One important policy implication is the necessity for workplace interventions that cater to the specific mental health requirements of women in employment. This could involve implementing flexible work arrangements, providing access to mental health resources and support services, and creating a supportive work environment that encourages a healthy work-life balance.
- Furthermore, policies promoting gender equality in the workplace can greatly impact the mental well-being of working women. This may encompass policies addressing issues such as pay parity, gender-based discrimination, and equal opportunities for leadership roles.

## 3. GENDER DISPARITIES:

- The study of gender disparities in mental health outcomes, specifically pertaining to women in the workforce, is a critical area of research. Studies have demonstrated that there may be differences in the mental health experiences of men and women, with women often reporting higher levels of stress, anxiety, and depression. These disparities can be attributed to various factors, including societal expectations, gender roles, and biological variances. (Suchitra, 2004)

- For women in the workforce, these disparities can have significant implications for their mental well-being and overall quality of life. Women may encounter unique challenges in their professional lives, such as discrimination, harassment, and limited access to opportunities. These factors can contribute to heightened levels of stress and anxiety among working women. Additionally, women are more likely to shoulder caregiving responsibilities, which can further impact their mental health.
- Addressing these gender disparities is essential for promoting the mental health and overall well-being of working women. It requires a comprehensive understanding of the factors that contribute to these disparities and implementing strategies to mitigate their effects. By creating inclusive work environments that prioritize equality, offering support systems for working women, and challenging societal norms and expectations, we can work towards achieving better mental health outcomes for all individuals, regardless of gender. (Scaria, A Dictated Space? Women and Their Well-being in a Kerala Village, October 21, 2014)
- Conducting thorough research on the psychological welfare of employed women is crucial for addressing these differences and devising approaches to enhance gender equality in terms of mental health results. By identifying the specific obstacles encountered by employed women and implementing focused interventions, policymakers and healthcare practitioners can contribute to narrowing the gender disparity in mental health and enhancing the overall welfare of female employees.

#### 4. HUMAN DEVELOPMENT:

- Mental health is a crucial component of human growth and development, influencing one's thoughts, emotions, and overall well-being. In the states of Tamil Nadu and Kerala, mental well-being holds significant importance for women who work, as it greatly impacts their ability to navigate the challenges of balancing their professional, personal, and family lives. By examining the mental well-being of employed women in these regions, researchers have the opportunity to contribute to the promotion of a high quality of life and overall well-being among women. (K, March 2016)
- The mental well-being of working women is intricately linked to their capacity to reach their full potential and make meaningful contributions to society. When faced with poor mental health, women may find it challenging to perform effectively at work, which can have negative repercussions on their productivity and job satisfaction. Additionally, it can strain their relationships with colleagues and family members, leading to further stress and difficulties.
- Research on the mental well-being of working women can shed light on the factors that contribute to poor mental health and allow for the development of strategies to address them. This may involve implementing interventions that aim to reduce work-related stress, promote a healthy work-life balance, and enhance access to mental health support services.

In conclusion the mental wellbeing of working women in Tamil Nadu and Kerala is crucial for understanding the unique challenges they face, addressing gender disparities in mental health outcomes, informing policy-making and promoting overall human development and wellbeing.



**CHALLENGES FACED WORKING WOMEN IN BOTH STATES TAMILNADU AND KERALA:**

1. LOW WAGES AND JOB INSECURITY:

- Working women in Tamil Nadu and Kerala face significant challenges in the form of low wages and job insecurity. In these regions, women often earn less than men for doing similar work, which can lead to financial strain and contribute to feelings of inequality and discontentment. Moreover, job insecurity is a common concern among working women, as many are employed in industries with high turnover rates or limited job stability.
- The impact of low wages and job insecurity on the mental well-being of working women should not be underestimated. Financial stress can result in anxiety, depression, and other mental health issues, affecting both their personal and professional lives. Additionally, women may feel compelled to work longer hours or take on additional jobs to make ends meet, further amplifying their stress levels. (Nambiar, April 2015)
- Addressing these challenges requires a comprehensive approach that includes advocating for equal pay for equal work, promoting job security through policies and programs, and offering support services for women experiencing financial stress. By striving for these changes, we can create a more equitable and supportive environment for working women in Tamil Nadu and Kerala.

## 2. WORK LIFE BALANCE:

- Achieving a balance between work and personal life is a significant concern for women who work in Tamil Nadu and Kerala. In these regions, many women face the challenge of juggling their careers with their family responsibilities, which can be overwhelming and cause stress. The pressure to meet both professional and personal obligations often leads to feelings of guilt, anxiety, and burnout.
- The difficulties in attaining work-life balance are further amplified by factors like long working hours, limited access to affordable childcare, and societal expectations regarding women's roles within the family. Women may find themselves torn between their career aspirations and their desire to be present for their families, resulting in increased stress and dissatisfaction. (Sabanna, May 2023)
- Addressing the issue of work-life balance necessitates the implementation of policies and practices that support working women. This includes introducing flexible work arrangements, such as telecommuting or flexible hours, that allow women to better manage their work and family responsibilities. Employers can also offer support services, such as on-site childcare or family leave policies, to assist women in managing their multiple roles effectively. Additionally, the stigma attached to women prioritising their careers and personal lives can be lessened by promoting awareness of the significance of work-life balance and questioning conventional gender roles. Legislators and employers in Tamil Nadu and Kerala can contribute to the enhancement of working women's mental health and foster a more encouraging work environment by tackling these issues.

### 3. HARASSMENT AND DISCRIMINATION:

- In Tamil Nadu and Kerala, harassment and discrimination are major problems for working women. In the workplace, women may encounter a range of forms of harassment, such as verbal abuse, sexual harassment, and gender-based discrimination. Their mental health may be significantly impacted by these experiences, which may result in stress, worry, and terror.
- Harassment and discrimination can occur in various settings, such as the workplace, where women may experience unequal treatment or be subjected to inappropriate behavior. This can lead to a hostile work environment and hinder women's ability to effectively perform their job duties. Additionally, women may fear retaliation or reprisals if they speak up against harassment or discrimination, further contributing to their stress and anxiety.
- To address harassment and discrimination, it is crucial for employers and policymakers to adopt a zero-tolerance approach. Employers can implement policies and procedures aimed at preventing and addressing workplace harassment and discrimination. This includes providing training for employees and establishing clear channels for reporting incidents. Similarly, policymakers can enact laws and regulations that safeguard women from harassment and discrimination and offer legal remedies for victims. (Sajeev, MARCH 13, 2023)
- By tackling these issues, employers and policymakers can help foster a safer and more supportive work environment for women in Tamil Nadu and Kerala. This, in turn, can have a positive impact on their mental well-being and overall quality of life, enabling them to thrive both personally and professionally.

#### 4. SHIFT DUTY AND LONG WORKING HOURS:

- Working women in Tamil Nadu and Kerala often face the challenges of shift duty and long working hours. These women are employed in various sectors like healthcare, hospitality, and manufacturing, where shift work is prevalent. The disruption of the body's natural sleep-wake cycle caused by shift work can lead to fatigue, sleep problems, and increased stress. (Saraswathy, January 2014)
- Long working hours can contribute to fatigue and stress among working women. Having less time for rest and relaxation due to extended hours can result in burnout and exhaustion. This can have negative effects on their mental health, overall well-being, and ability to perform effectively both at work and in their personal lives.
- Addressing the issues of shift duty and long working hours requires a comprehensive approach that prioritizes the health and well-being of employees. Employers can take measures such as providing sufficient breaks, offering flexible scheduling options, and fostering a work culture that promotes a healthy work-life balance. Policymakers can also play a role by implementing regulations that limit the number of hours' employees can work and providing incentives for employers to adopt policies that prioritize employee health and well-being.

#### 5. FAMILY COMMITMENT:

- Family obligations pose a significant burden for numerous working women in Tamil Nadu and Kerala. These regions often impose societal expectations on women, prioritizing their roles as caregivers and homemakers over their careers. This external pressure can result in feelings of guilt and stress as women strive to balance their professional aspirations with their family duties.

- The struggle to meet work demands while being present for their families can leave women feeling inadequate and frustrated. Furthermore, primary caregivers may encounter difficulties in finding the necessary support to fulfill their caregiving responsibilities, intensifying their stress and anxiety.
- Addressing the issue of family commitments necessitates a shift in societal attitudes towards gender roles and caregiving responsibilities. Employers can also contribute by implementing policies that promote work-life balance, such as flexible work arrangements and family-friendly initiatives. Additionally, offering access to support services, including childcare and eldercare resources, can help alleviate the burden on working women.

#### 6. POOR WORKING CONDITIONS:

- Working women in Tamil Nadu and Kerala are deeply concerned about the sub-standard working conditions they face, particularly in sectors like textiles and clothing. These industries subject women to extensive working hours, low pay, and unsafe environments, all of which take a toll on their physical and mental well-being.
- The inadequate working conditions prevalent in these sectors give rise to various health issues, encompassing musculoskeletal disorders, respiratory problems, and mental health challenges like stress and anxiety. Furthermore, women in these industries encounter additional obstacles such as limited access to healthcare and insufficient safety measures, exacerbating their levels of stress and anxiety.
- Addressing the problem of poor working conditions necessitates a collaborative effort involving employers, policymakers, and civil society organizations. Employers can initiate measures to enhance working conditions, including offering proper training, ensuring workplace safety, and providing fair remuneration. Policymakers

can establish regulations that safeguard workers' rights and enforce adherence to fundamental labor standards. Concurrently, civil society organizations can actively advocate for improved working conditions and providing support to workers.

#### 7. LACK OF LEGAL PROTECTIONS:

- The absence of legal safeguards poses a significant problem for women who work in the informal sector in Tamil Nadu and Kerala. In the informal sector, female workers frequently lack access to fundamental labor rights and protections, such as the right to sit during work or the right to fair wages and working conditions. This dearth of legal safeguards can contribute to stress and poor mental health among female workers, as they may feel vulnerable and unsupported in their workplace.
- The lack of legal protections for women in the informal sector reflects the broader structural inequalities and difficulties that this group of workers faces. Many women in the informal sector hold low-paying and precarious jobs, where they often encounter exploitation and mistreatment. Without legal protections, these women may hesitate to voice their concerns about unfair treatment or unsafe working conditions, which only adds to their stress and anxiety.
- Lack of legal protections calls for a multifaceted response that combines advocacy, changing policy, and upholding the law as it stands. When it comes to promoting legislative changes that will uphold the rights of women working in the unorganised sector and bringing attention to these rights, civil society organisations can be extremely important. Legislators can also take action to guarantee that women employed in the unorganised sector have access to fundamental labour rights, including the ability to collectively bargain and organise, as well as the right to safe and decent working conditions. (Lal, 14 sept 2021)

## 8. GENDER DISPARITIES:

- In the workplace, gender inequalities are widespread and can greatly affect the mental well-being of women who work in Tamil Nadu and Kerala. Despite fulfilling similar roles and responsibilities, women often receive lower pay compared to their male counterparts. This wage disparity can result in feelings of being undervalued and frustrated, ultimately having a negative impact on the mental health of women.
- Furthermore, women may encounter limited opportunities for career advancement due to gender biases and stereotypes. This lack of upward mobility can contribute to a sense of stagnation and dissatisfaction, further impacting the mental well-being of women. Additionally, women may also face discrimination and harassment in the workplace, leading to increased levels of stress, anxiety, and depression.
- Businesses, legislators, and society at large must work together to address gender gaps in the workplace. Companies can put in place measures to support gender equality, like pay transparency, diversity and inclusion campaigns, and female mentorship programmes. Legislators have the power to pass laws and rules that uphold women's rights at work and guarantee them equal opportunities for promotion.

The difficulties mentioned emphasize the necessity for specific measures and assistance mechanisms to enhance the psychological welfare of employed women in Tamil Nadu and Kerala.

**GOVERNMENT POLICIES AIM TO SUPPORT WORKING WOMEN:**

A number of government initiatives in Kerala and Tamil Nadu are designed to assist working women and enhance their general well-being. Among the major projects are:

1. TAMIL NADU STATE NEW POLICY FOR WOMEN 2021:

The Tamil Nadu State New Policy for Women 2021 is a comprehensive initiative aimed at revamping societal norms and attitudes that restrict women in the state. The policy encompasses specific measures to enhance women's economic autonomy, political engagement, and overall empowerment. One notable feature of the policy is the extension of maternity leave for government employees from 9 months to 12 months, which seeks to grant women more time for recuperation after childbirth and fostering a connection with their infants. (Chandrababu, January08, 2022)

Another significant element of the policy is its emphasis on enhancing women's political participation. It includes provisions for reserved seats for women in urban local bodies, with the intention of elevating female representation in decision-making processes at the local level. Moreover, the policy strives to encourage greater female involvement in politics by offering certificate courses tailored to women interested in pursuing a career in this field. (Hariharan, 22 December 2022)

2. FINANCIAL AND ACCOMODATION SUPPORT FOR SKILL TRANING:

The policy implemented in Tamil Nadu offers financial and housing assistance to enable girls to undergo skill training in their preferred fields. The primary objective of this initiative is to promote the inclusion of women in the workforce by enhancing their



abilities and qualifications. By providing support for skill training, the policy aims to empower women with the essential knowledge and expertise required to thrive in diverse domains. This approach not only benefits individual women by enhancing their employability but also contributes to the overall economic growth and development of the state by harnessing the untapped potential of its female workforce.

### 3. SUPPORT FOR WOMEN-LED STARTUPS:

Tamil Nadu is actively working on developing a strategy to promote and assist startups founded by women, particularly in rural areas. The primary objective of this endeavor is to empower women in the field of entrepreneurship and stimulate economic growth in rural communities. By offering targeted support and resources specifically designed for women entrepreneurs, the strategy aims to address the distinct challenges and obstacles faced by women when starting and scaling their businesses.

This initiative is anticipated to have a favorable impact on Tamil Nadu's overall economic development. It will encourage more women to embark on entrepreneurial ventures, leading to the creation of employment opportunities and contributing to the growth of the local economy. Additionally, by focusing on rural entrepreneurs, the strategy seeks to uplift rural communities and bridge the gap between urban and rural areas in terms of economic prospects. (Tamil Nadu Cabinet approves policy for women, January 23, 2024)

In essence, the support for start-ups led by women in Tamil Nadu reflects a strategic move to tap into the entrepreneurial potential of women, foster economic growth, and establish a more inclusive and diverse business ecosystem within the state.

#### 4. RIGHT TO SIT AT WORK:

Tamil Nadu has adopted a new policy that grants women the privilege of sitting while working, taking inspiration from Kerala's lead. This policy specifically addresses the physical strain that women experience from prolonged standing during their shifts, especially in industries like textiles and clothing. The objective of allowing women to sit while working is to enhance working conditions and prioritize the health and overall well-being of female employees. (Lal N. , 14 September 2021)

This policy modification signifies a significant milestone in ensuring a safer and more comfortable work environment for women in Tamil Nadu. It recognizes the unique difficulties faced by female workers in physically demanding sectors and aims to safeguard their rights and well-being. By prioritizing the welfare of female employees, Tamil Nadu is setting a positive precedent for other states to emulate, promoting gender equality and workplace safety.

#### 5. WOMEN EMPOWERMENT PROGRAMS:

The Kerala Department of Social Justice implements various programs to empower women, including welfare and support services, employment training, income generation opportunities, awareness campaigns, and gender sensitization initiatives. Furthermore, the State Government has endorsed a Policy on Gender Equality and Women Empowerment, which aims to foster mutual respect and provide equal access to resources, opportunities, and benefits for both men and women. These endeavors have the ultimate goal of elevating the status of women in society and enabling them to be active participants in the development process, on par with men.

## 6. GENDER EQUALITY AND WOMEN'S EMPOWERMENT POLICY;

The Gender Equality and Women Empowerment Policy, which has been approved by the State Government of Kerala, aims to ensure that women have equal access to economic, social, and political opportunities. The goal of this policy is to create a society where both men and women can participate as equal partners in the process of development. (Verick, APRIL 17, 2015)

- The policy focuses on various aspects such as enhancing economic empowerment for women, reducing instances of gender-based violence, and establishing gender-responsive infrastructures in the labor market.
- It recognizes the importance of gender mainstreaming and emphasizes the involvement of men in social transformation and change alongside women.
- To effectively monitor gender developments in the state, the government has established an accountability framework.

## 7. PROMOTION OF WOMEN IN WORKFORCE:

Tamil Nadu has implemented several measures to encourage the participation of women in the labor force, with the aim of enhancing their economic empowerment and achieving greater gender equality in the workplace. The state's proactive approach is in line with the overall objective of increasing female labor force participation and promoting women's economic independence. These initiatives and policies have been put in place to create a more inclusive and supportive environment for women in the workforce. (Tamil Nadu State New Policy For Women, 2021)

These initiatives mark a significant milestone in promoting gender equality and empowering women in Kerala. These government initiatives, which address issues like economic independence, political engagement, skill development, and workplace rights, demonstrate a dedication to empowering working women in Tamil Nadu and Kerala. These kinds of programmes are essential for assisting working women and improving their general standard of living.

### **BACKGROUND OF THE STUDY:**

The mental wellbeing of working women is a critical aspect of their overall health and quality of life. This research focuses on conducting a comparative study of the mental wellbeing of working women in India- Tamil-Nadu and Kerala. By. Examining the unique challenges, stressors and support systems available to working women in these regions, this study aims to provide valuable insights into how mental health is influenced by cultural, social and economic factors.

Understanding the wellbeing of mental wellbeing of working women in Tamil Nadu and Kerala is essential for developing targeted interventions and support systems that enhance their overall quality of life. By comparing the experiences of working women in these two metropolitan cities, this research seeks to contribute to the existing body of knowledge on mental health in this workplace and inform policies and practices aimed at promoting the mental wellbeing of women in the urban and rural setting.

The rising participation of women in the workforce signifies a significant shift towards achieving gender equality and empowering women economically. However, this trend also sheds light on the unique obstacles that working women encounter, particularly when it comes to their mental well-being. Work-related stress poses a major concern as women often find themselves juggling multiple responsibilities, including work, family, and caregiving duties. The pressure

to meet societal expectations of being successful professionals, supportive partners, and attentive mothers can have a detrimental effect on their mental health.

Furthermore, the delicate balance between work and family commitments can become overwhelming, leading to heightened levels of anxiety, depression, and burnout among working women. Many women also encounter difficulties in accessing affordable and high-quality childcare facilities, which can further exacerbate their stress levels. Overcoming these challenges necessitates a comprehensive approach that involves creating supportive work environments, offering access to mental health services, and promoting a more equitable division of household and caregiving responsibilities between men and women.

By recognizing and addressing these challenges, we can foster an environment where working women can thrive both professionally and personally. This entails implementing policies that prioritize work-life balance, providing resources to help manage stress effectively, and supporting initiatives that advocate for gender equality in the workplace and society as a whole. Empowering working women not only benefits individuals but also contributes to the overall advancement of society. It is crucial that we continue to champion the rights and well-being of women in the workforce, ensuring that they are valued and supported in all aspects of their lives.

Tamil Nadu and Kerala, two states in India, have made significant strides in promoting gender equality and empowering women. They have implemented various initiatives and policies to improve women's status in society and enhance their presence in the workforce. These efforts encompass measures like advocating for women's education, offering financial assistance to women entrepreneurs, and enforcing laws to safeguard women's rights at work.

Despite these advancements, working women in Tamil Nadu and Kerala still confront numerous challenges, particularly concerning their mental well-being. Cultural expectations in these states often prioritize traditional gender roles, which can impose immense pressure on women to fulfill multiple responsibilities both at home and in the workplace. This pressure can lead to heightened levels of stress and anxiety, thereby impacting women's mental health.

Additionally, the workplace environments in Tamil Nadu and Kerala can also influence the mental well-being of working women. Many workplaces in these states may lack policies that support work-life balance or provide resources for mental health assistance. The absence of such provisions exacerbates the challenges faced by working women, making it more difficult for them to maintain a healthy work-life equilibrium.

Addressing these issues requires a comprehensive approach that encompasses societal change, workplace reforms, and individual support systems. It is crucial to challenge cultural norms that perpetuate gender inequalities and promote a more inclusive understanding of gender roles. Furthermore, implementing policies that facilitate work-life balance and prioritize mental health support within workplaces can alleviate the burden on working women.

Moreover, creating awareness about mental health among both employers and employees is essential. This includes providing training programs on stress management, fostering a supportive work environment, and offering access to mental health resources such as counseling services or employee assistance programs.

By prioritizing gender equality and mental well-being, Tamil Nadu and Kerala can continue their journey towards creating an environment where working women thrive and flourish. Through collective efforts at all levels, these states can set an example for the rest of the country and contribute to a more equitable and empowering society for all.

These states are major hubs for various industries, including IT, finance, healthcare, and education, attracting a significant number of working women who are seeking employment opportunities and career growth. However, the fast-paced lifestyles and competitive work environments prevalent in these cities can pose unique challenges for these women, impacting their mental well-being.

One of the primary challenges faced by working women in metropolitan cities is the intense competition in the job market. With a large number of professionals competing for limited job opportunities, working women often experience high levels of pressure to perform well and advance in their careers. This pressure can result in increased stress and anxiety, which can have a negative impact on their mental health.

Lengthy commutes, overcrowded public transportation, and high living costs all contribute to elevated stress levels, making it difficult for women to maintain a healthy work-life balance. Juggling long working hours with household responsibilities can lead to feelings of exhaustion and burnout.

Another challenge faced by working women in these cities is the lack of adequate support systems. Many women find it challenging to access affordable and reliable childcare services, which can make it difficult for them to balance their professional and personal lives. Additionally, limited access to flexible work arrangements and policies that promote work-life balance can further exacerbate the challenges faced by working women.

It is essential for employers and policymakers to recognize these challenges and take proactive measures to support the mental well-being of working women in metropolitan cities. Implementing policies such as flexible work hours, remote work options, and affordable childcare facilities can help alleviate some of the burdens faced by these women. Furthermore, promoting

a culture of work-life balance and providing resources for mental health support can contribute to creating a healthier and more supportive work environment for women.

In conclusion, while metropolitan cities offer abundant opportunities for working women, they also present unique challenges that can impact their mental well-being. By understanding and addressing these challenges, we can create an environment that supports the success and overall well-being of working women.

The primary objective of this study is to conduct a comprehensive comparative analysis concerning the mental wellness of employed women in the states of Tamil Nadu and Kerala. The research aims to gain thorough insights into the various challenges and opportunities that influence the mental health of these women.

In order to achieve this goal, the study will thoroughly examine a range of factors that have the potential to impact the mental well-being of working women. These factors encompass socio-demographic variables such as age, education, marital status, and family structure, all of which may play a crucial role in determining their stress levels and overall state of wellness. The study will particularly focus on work-related stress, taking into consideration elements such as job demands, workload, interpersonal relationships at work, and job insecurity, all of which can significantly affect mental health outcomes.

Furthermore, the study will also evaluate the overall well-being and quality of life experienced by working women in these metropolitan areas. This assessment will encompass multiple facets including physical health, mental well-being, social relationships, and personal fulfillment, thereby providing a holistic understanding of their overall state of wellness.

The study seeks to uncover the specific difficulties encountered by women in the workforce in Tamil Nadu and Kerala by comparing various factors. The ultimate goal is to develop targeted



strategies that address these challenges. This comparative approach will shed light on the unique elements that influence the mental well-being of working women in each state. As a result, policymakers and organizations will be able to tailor interventions that are both relevant and effective in improving mental health outcomes.

The findings of this study are expected to significantly contribute to the existing knowledge on women's mental health in India. By providing detailed insights into the obstacles and opportunities faced by working women in the metropolitan cities of Tamil Nadu and Kerala, this research aims to inform policies and practices that can enhance the mental well-being of this important demographic.

**CHAPTER 2**

**REVIEW**

**OF**

**LITERATURE**

## CHAPTER 2

### LITRATURE REVIEW

#### INTRODUCTION

The mental wellbeing of working women is a topic of growing interest and importance in the field of mental health research. A review of the existing literature reveals several key themes and findings that are relevant to understanding the mental health challenges faced by working women in Tamil Nadu and Kerala.

One of the key themes that emerges from the literature is the impact of work-related stress on women's mental health. Studies have shown that working women often experience higher levels of stress compared to their male counterparts, which can lead to a range of mental health issues such as anxiety, depression, and burnout. Factors such as job insecurity, long working hours, and a lack of support from supervisors and colleagues have been identified as key contributors to work-related stress among women.

Another important theme in the literature is the role of societal expectations and gender norms in shaping women's mental health. Studies have found that women in Tamil Nadu and Kerala are often expected to fulfill multiple roles, including those of a caregiver, homemaker, and professional, which can lead to feelings of stress, guilt, and inadequacy. These gendered expectations can also impact women's career advancement and access to resources, further contributing to their mental health challenges.

The literature also highlights the importance of social support in buffering against the negative effects of stress on women's mental health. Studies have shown that women who have strong social support networks, both at work and in their personal lives, are better able to cope with stress and maintain good mental health. However, many working women in Tamil Nadu and Kerala report a lack of support from their employers and colleagues, which can further exacerbate their mental health issues.

Overall, the literature on the mental wellbeing of working women in Tamil Nadu and Kerala underscores the need for targeted interventions and support systems to address the unique challenges faced by this population. By building on the existing research in this area, this study aims to contribute to a better understanding of the factors that influence women's mental health in the workplace and inform the development of policies and programs to support their mental wellbeing.

### **1. Patterns of Social Support and Multiple Roles on the Psychological Wellbeing of Working-Class Women**

(Aidoo, 14 March 2022) This study aimed to examine the psychological well-being of working-class women in the Ga South municipality of Ghana, focusing on six subscales of the psychological wellbeing tool. The study targeted 346 working women in formal sectors (Education, Health, and Banking) in the municipality. Results showed that working women generally have a positive perception of their psychological wellbeing in terms of autonomy, environment mastery, personal growth, positive relations, purpose in life, and self-acceptance. There was a significant relationship between multiple roles of working women and their psychological wellbeing. Social support also had a positive relationship with the psychological wellbeing of working women. In conclusion, working women in the Education, Banking, and Health sectors at Ga South Municipality have a high sense of psychological wellbeing, indicating their autonomy and mastery over their environment.

## **2. Reasons and Solutions for Rising Mental Health Challenges among Working Women: An Empirical Study with Special Reference to Delhi-NCR**

[\(Vijaysen Pandey, 24 september 2021\)](#) This study explores the mental health issues faced by working women in Delhi and NCR, focusing on the reasons and measures taken by women or their family members to address these issues. The sample size was 273 full-time working women, and data was collected through a structured questionnaire.

The study found that emotional wellness issues in working women are primarily caused by issues related to working life and blended with individual life. Family and spouse support can help provide a work-life balance, while consideration and care for children can also help alleviate pressure.

The emotional well-being of working women is crucial for both themselves and their families. The wellbeing and development of children also depend on their psychological well-being, which can help women work faster and perform at their best. Overall, addressing mental health issues in working women is essential for their overall well-being and overall well-being

## **3. Mental Health among Working Women Shaad Habeeb, Pallavi**

(Shaad Habeeb, 01-jan-2022) Mental health is a global issue, with increasing disorders creating new challenges for society and individuals, particularly working women. This paper aims to assess the mental health status of working women in a private hospital setting. Results show poor mental and psychological health, with working women being more prone to depression due to the dual burden of housework and outside work. The

study concludes that managing work and family life is difficult due to the dual role of women.

#### **4. The mental health of working women after the COVID-19 pandemic: an assessment of the effect of the rise in sexual harassment during the pandemic on the mental health of Pakistani women using DASS-21**

(Ghazal, 14 Jan 2023) The mental health of South Asian women has been declining, with sexual harassment being a major factor contributing to this deterioration. The COVID-19 pandemic has exacerbated the mental health distress of the general female population, with a consistent rise in sexual violence against women worldwide. A study was conducted to assess the impact of lifting COVID-19 lockdowns on the mental health of working women and students aged 18-55. A total of 303 women participated, with a mean age of  $37 \pm 2.8$ . The study categorized the participants into two groups based on their frequency of leaving home and interacting with male strangers. The results showed that approximately 50% of the study population experienced changes in the behavior of male strangers that could be categorized as harassment in their daily life interactions, while 33.66% experienced relatively more sexual harassment post-pandemic. The study also found that the extent of everyday interaction with male strangers, an increase in fear of sexual crimes, and a self-perceived increase in mental distress during the 18 months post-pandemic were highly statistically significant predictors of mental distress. In Pakistan, women experienced a rise in sexual harassment cases post-COVID-19, which was found to be a predictor of negative mental health in the form of depression, anxiety, and stress.

## **5. The mental health continuum: From languishing to flourishing in life**

(Keyes, 2002) Mental wellness is the condition of being in a healthy psychological and emotional state, enabling individuals to handle everyday life stressors, contribute positively at work, and play a valuable role in their community. It includes emotional robustness - the capacity to regulate one's feelings and navigate through challenges, along with the sense of accomplishment and purpose in life. Mental wellness is not merely the absence of mental illnesses; it also involves elements like a positive self-image, a hopeful outlook, and a feeling of inclusion.

Keyes (2002) explains that the term "complete mental health" can be utilized to comprehend what constitutes mental well-being. This concept embodies not only the existence of positive emotional states and effective functioning (such as contentment, satisfaction with life, and contributions to society), but also the lack of mental disorders. The proposition underscores that mental well-being isn't simply about the non-existence of mental ailments. It further highlights the significance of positive psychological operations in maintaining overall mental health. This implies that a state of complete mental health is achieved when positive psychological functions are present, and negative psychopathological factors are absent.

## **6. A Visionary new understanding of happiness and well being**

(Seligman, 2011) Mental health is a complex idea that includes emotional, psychological, and social aspects, exemplifying a condition where individuals can competently manage life's hurdles, feel a sense of direction, and offer significant contributions to their communities. At the heart of mental health is the existence of positive self-regard, which strengthens an individual's capacity to tackle life's highs and lows with fortitude

and assurance. Furthermore, possessing autonomy, or the ability to make decisions in alignment with one's principles and aspirations, is crucial for nurturing a robust sense of well-being.

The PERMA model by Seligman (2011) serves as a comprehensive structure for understanding and fostering psychological health by emphasizing five principal aspects. Firstly, positive feelings, like happiness and appreciation, are pivotal in heightening overall mental health. These emotions are not only pleasurable but also instill an optimistic perspective towards life. Secondly, involvement pertains to the condition of being completely engrossed in tasks that are significant and pleasant, leading to a feeling of satisfaction and purpose. Thirdly, relationships form the bedrock of mental health, as positive and supportive social ties can offer emotional solace and a sense of community.

Moreover, discovering purpose in one's existence, be it through professional endeavours, interpersonal connections or individual interests, is a key component for mental health. Lastly, attainment, or the realisation of objectives and landmarks, adds to a feeling of proficiency and contentment. Seligman posits that these aspects are interlinked and mutually beneficial, implying that nurturing one facet of well-being can yield positive outcomes in others. By directing attention on these components, people can boost their mental health and encounter a heightened sensation of accomplishment and joy in life.

## **7. Gendered Organizations and intersectionality Problems and Possibilities. Equality, Diversity and Inclusion**



(Acker, 2012)The psychological health of women in the workforce has become an increasingly crucial issue, considering the considerable hurdles and strains they frequently encounter while juggling their professional and personal lives. An analysis of the available research reveals several primary findings and patterns in this field.

A study conducted by Acker (2012) underlines that women with jobs often face elevated stress levels due to the dual demands of career and family life. This could potentially result in negative consequences such as job burnout, anxiety episodes, and depressive states. Moreover, societal norms and preconceived notions about women's duties in their careers and domestic lives can intensify these pressures further.

Research has shown that elements within the workplace, like job satisfaction, balancing personal and professional life, and the support provided by the organization, are critical in shaping the mental health of employed women. For instance, those women who consider their workplaces to be encouraging and adaptable usually exhibit superior mental health.

Furthermore, studies highlight that the cross-section of gender with other facets of identity, including race, ethnicity, and socioeconomic standing, can have an influence on a working woman's mental health. Women belonging to underprivileged communities may encounter extra hurdles and trials that can potentially impact their psychological well-being.

In summary, the writings highlight the necessity to cater to the specific demands and obstacles encountered by women in employment, in order to enhance their psychological health. Actions and strategies that focus on augmenting support in the professional environment, challenging gender biases, and fostering a harmony between work and

personal life are integral measures for guaranteeing the mental health of this demographic.

## **8. Prevalence of Psychosocial Problems among female Employees: A study in Aligarh**

(Dr. Pawan Kumar Patric<sup>1</sup>, 2022)Occupational mental health not only has an influence on an employee's professional performance but also affects the quality of their personal life. Female employees often experience depression and anxiety as they strive to excel both at home and in the workplace. Recent research indicates that married women with young children are particularly prone to anxiety and depression. This study aims to examine the effects of psychosocial issues faced by female employees on their well-being and job performance.

The aim of this study was to evaluate the occurrence of psychosocial issues among women working as employees. To achieve this, a cross-sectional study was conducted from July 2019 to June 2020. Female employees from Jawaharlal Nehru Medical College, Aligarh Muslim University, Aligarh were selected using stratified random sampling. A pre-tested semi-structured questionnaire was utilized for data collection. A total of 378 participants were included in the study. All the collected data were entered and analyzed using SPSS-20.0 software. To determine the relationship between specific variables, Chi-square or Fisher Test was employed. The findings revealed that 26.7% of the female employees surveyed had psychological well-being scores below the 25th percentile.

The data suggests that a significant portion (73.3%) of female workers experience higher levels of psychological well-being. Additionally, 24.6% of these working women fall below the 25th percentile in terms of social well-being. This indicates that the majority (75.4%) of female employees have higher levels of social well-being. Interestingly, only 40% of doctors scored above the 25th percentile in social well-being, making them the occupational category with the lowest percentage among all working women.

A significant majority of nursing officers (78.7%, n=166) scored above the 25th percentile on the Psychological Well-Being (PWB) assessment, while 21.3% (n=45) scored below it. The occupation of women is strongly linked to their psychological well-being. Similarly, the occupation of women is also significantly associated with their social well-being.

## **9. Psychological and Physical Wellbeing in Working Women**

(Vitisha Suman, 1 jan 2015) Numerous research studies have demonstrated the negative impacts job strain has on the health of women. This particular study aims to compare the health status of women who are employed versus those who are not, utilizing the widely accepted Short Form (SF)-36 questionnaire. The SF-36 questionnaire is a commonly used tool for evaluating both physical and mental health status. It measures various dimensions of self-reported health status. By the conclusion of this scientific investigation, working women will gain insight into their own physical and psychological well-being. The objective of this study is to examine the health status of working women and nonworking women through the administration of the SF-36 (1992 Medical Outcomes Trust) questionnaire in order to collect relevant data.

The scores for eight different scales were measured and represented on a scale from 0 to 100. These scales included physical functioning, role limitations due to physical health problems, role limitations due to emotional health problems, energy and fatigue, emotional well-being, social functioning, freedom from bodily pain, and general health. The results indicated that working women had lower scores for emotional health compared to nonworking women, although this difference was not statistically significant ( $p = 0.16$ ). Additionally, the general health scale showed a significant decrease in scores for working women compared to nonworking women ( $p = 0.54$ ). In conclusion, working women exhibited significantly lower scores for mental health compared to nonworking women.

#### **10. The empowerment of women in Tamil Nadu: A Multi-Dimensional Approach**

(C, 2022) The progress made in enhancing women's political, social, economic, and health conditions, along with their growing independence and empowerment, is an immensely important objective in its own right. Additionally, it plays a crucial role in achieving sustainable development. The active involvement and collaboration of both men and women are essential in all aspects of productive and reproductive life, including the shared responsibility for maintaining the household and caring for children. Unfortunately, women worldwide face the risk of losing their lives, health, and overall well-being due to overwhelming workloads, lack of authority, and limited influence.

It is imperative to prioritize the advancement of women's rights and ensure their equal participation and opportunities. By doing so, we not only create a more inclusive society but also foster economic growth and stability. Investing in women's education, healthcare, and economic empowerment can have significant positive impacts on families, communities, and economies as a whole.

Furthermore, promoting gender equality is not just a matter of justice and fairness; it is crucial for addressing global challenges such as poverty, hunger, and climate change. Women possess valuable insights, knowledge, and skills that can contribute to finding innovative solutions and driving positive change. To achieve these goals, it is essential to create an enabling environment that promotes equal opportunities, eliminates discrimination, and empowers women to fully participate in decision-making processes. This requires comprehensive policies, supportive institutions, and a shift in societal norms and attitudes.

Women often receive less formal education compared to men globally. However, their skills, knowledge, and coping strategies are often not given the recognition they deserve. Power imbalances that hinder women from leading fulfilling and healthy lives exist at various levels within society, ranging from personal relationships to public spheres. Bringing about change requires implementing policies and programs that enhance women's access to stable employment and financial resources, alleviate their heavy domestic responsibilities, eliminate any legal obstacles that impede their participation in public life, and raise social awareness through effective educational initiatives and widespread communication campaigns. These actions are crucial in empowering women and promoting gender equality.

The ability of women to make decisions in various aspects of life, including sexuality and reproduction, is greatly influenced by their position in society. This holds significant importance in ensuring the success of population programs in the long run. Evidence has proven that efforts focused on improving the status of women have the most profound impact on both population and development initiatives.

## **11. Exploring the evidences of occupational stress to burnout among Working Women in selected services in Tamil Nadu**

(Thirumaleswari, 2015) Occupational stress is a two-sided tool that has both positive and negative effects on individuals in the workplace. The factors that contribute to the development of occupational stress are inconsistent and commonplace. These factors vary from one workplace to another and depend on the nature of the work, the type of tasks involved, the relationships within the workplace, and the demands of the job. However, how individuals cope with and manage occupational stress, as well as the resulting positive or negative consequences, ultimately depends on them.

Furthermore, when individuals face overwhelming occupational stress, it can lead to burnout. Burnout is a stage where the physical and biological effects of occupational stress manifest in an individual. This stage can have detrimental effects on both the individuals themselves and their work environments. In many cases, working women in different workplaces experience occupational stress that they are unable to handle. The combination of intolerance and low ambiguity among working women often leads to burnout. Burnout is a stage that brings about both personal and environmental harm for women in the workforce. Compared to men, women experience a higher impact of burnout in various aspects of their lives such as personal, family, society, and the workplace. This is particularly true in service sectors where the likelihood of transitioning from occupational stress to burnout is greater for women due to the nature of the work and the pressure they face.

The objective of this research paper is to explore the instruments through which working women in selected service sectors encounter burnout as a result of occupational stress. By identifying these factors, we can gain a deeper understanding of the challenges faced by women in these industries. This research aims to shed light on the specific circumstances and situations that contribute to burnout among working women, ultimately paving the way for potential solutions and interventions.

## **12. Mental Health of Indian Women- A Feminist Agenda**

(Asha, November 2001) In order to address the mental well-being of women in the states of Tamil Nadu and Kerala, it is necessary to conduct a comprehensive literature review using the available sources.

A study conducted in Tamil Nadu focused on mental morbidity and found that the prevalence of depression was approximately 4.5%. The study also revealed that females had higher rates of depression (5.9%) compared to males (2.8%). Furthermore, neurosis and stress-related disorders were slightly more common among females (1.7% vs. 1.6%). The study also discovered that schizophrenia and other psychotic disorders had a higher prevalence in females compared to males (0.38% vs. 0.33%). The National Mental Health Survey (NMHS) conducted in Tamil Nadu highlighted a significant treatment gap for mental disorders, emphasizing the urgent need for attention and coordinated responses.

By synthesizing information from these sources, we can gain valuable insights into the mental well-being of working women in Tamil Nadu and Kerala. It is crucial to address the mental health needs of this population and ensure that appropriate interventions are implemented to improve their overall well-being.

(Prasad C V, 2024) The mental health situation of working women in Kerala can be understood by examining relevant literature. Although the provided sources do not offer specific data on the mental health status of working women in Kerala, it is important to consider the broader context of mental health research in India. Studies have indicated that mental health problems among women are a significant issue, with particular attention given to factors like work-related stress, societal expectations, and gender-specific challenges that influence mental well-being. While there is a lack of precise information on the mental health landscape for working women in Kerala, it can be inferred that they face similar issues as women in other parts of India. These issues include the pressure to balance work and family responsibilities, social norms and expectations, workplace discrimination, and the impact of gender roles on their mental well-being. Therefore, it is crucial to address these concerns and develop comprehensive support systems to promote the mental health and well-being of working women in Kerala.

In conclusion, the mental well-being of working women in Tamil Nadu and Kerala presents nuanced challenges that require tailored interventions and support systems. Further research and comparative studies between these two states could provide valuable insights into the unique factors influencing the mental health of working women in the region. (Dhanabhakya.M, February 2023)

### **13. A Feminist Agenda: Mental Health of Indian Women**

(Davar, 2003)The book titled "A Feminist Agenda: Mental Health of Indian Women" written by Bhargavi V. Davar thoroughly explores important facets of the mental health conversation in India, with a specific emphasis on the well-being of women from a feminist standpoint. By reviewing the literature presented in this book, we gain valuable insights into the mental health landscape as it pertains to women in India. These



insights can be applied to gain a better understanding of the mental well-being of women who are part of the workforce in Tamil Nadu and Kerala.

The book delves into the way mental health discourse in India is influenced by gender, placing particular emphasis on the underlying philosophical framework and the gender-specific aspects of mental health. It explores various dimensions including theory, research, clinical practice, and policy, offering valuable insights into the historical treatment of women's mental health. The examination brings to light the higher prevalence of mental illness among women in India, revealing that while severe mental illness is more common among males, common mental disorders are more prevalent among females. This data underscores the significance of comprehending the distinct challenges faced by women in the field of mental health. In the context of a comparative study between Tamil Nadu and Kerala, this literature review offers a foundational understanding of the mental health concerns of Indian women. While specific data on working women in Tamil Nadu and Kerala is not provided in the reviewed sources, the book's emphasis on the gendered nature of mental health discourse and the prevalence of mental illness among women in India sets a crucial backdrop for further research. Comparative studies between these two states could benefit from exploring how societal, cultural, and regional factors influence the mental well-being of working women in Tamil Nadu and Kerala

#### **14. Epidemiological analysis of mental health morbidity in Tamil Nadu**

(Damodharan Dinakaran, 2023 Dec) The analysis of mental health morbidity in Tamil Nadu offers valuable insights into the prevalence, associations, and treatment gap of mental disorders in the region. The study uncovers a substantial burden of mental health issues, with prevalent occurrences of common mental disorders such as depression,

anxiety, and substance use disorders. Notably, the study highlights disparities in the occurrence of mental disorders between genders, with men having a higher prevalence of substance use disorders and women experiencing a greater occurrence of mood disorders. Furthermore, the research underscores the impact of socio-economic factors on mental health, with a higher incidence of mental disorders observed among individuals with lower levels of education and income. The study emphasizes the urgent need for proactive interventions and evidence-based mental health policies to address the significant treatment gap and provide support to those in need.

When analyzing the mental well-being of employed women in a comparative study between Tamil Nadu and Kerala, it is important to refer to the literature derived from the epidemiological analysis conducted in Tamil Nadu. This literature provides a foundational understanding of the situation. The study reveals that there is a significant prevalence of mental health issues in Tamil Nadu, especially among women. This sheds light on the difficulties faced by working women in the region. The study also highlights various factors that contribute to these challenges, such as gender-specific mental health concerns, socio-economic disparities, and the treatment gap. It is crucial to take these factors into account when examining the mental well-being of employed women in both Tamil Nadu and Kerala. To gain a comprehensive understanding, further research should explore the unique socio-cultural aspects of each state and how they impact the mental health of working women. By delving into these aspects, valuable insights can be gained that would aid in developing targeted interventions and support systems for both regions.

In conclusion, the literature from the epidemiological analysis in Tamil Nadu serves as a valuable resource when studying the mental well-being of employed women. By considering gender-specific mental health issues, socio-economic disparities, and the treatment gap, we can better understand the challenges faced by working women in both Tamil Nadu and Kerala. Further research focusing on the socio-cultural aspects of each state could provide crucial insights for tailored interventions and support systems in these regions.

### **15. A Study of mental Wellness of Women in Work place**

(Saranya B, March 2017) The research paper titled "A study of Mental wellness of Women in the Workplace" offers valuable insights into the psychological well-being of employed women, which can be extrapolated to gain a comparative understanding between Tamil Nadu and Kerala.

The study sheds light on various factors that impact the mental wellness of working women, including stress related to their job, maintaining a work-life balance, and the unique challenges that arise due to their gender. It underscores the significance of addressing these issues in order to enhance the overall mental well-being of employed women.

A thorough analysis of existing literature within this study indicates that working women are often more susceptible to mental health problems, such as depression, anxiety, and burnout, when compared to their male counterparts. This can be attributed to the additional responsibilities and societal expectations placed upon women, including managing household chores, taking care of children, and fulfilling caregiving duties, all while juggling their professional responsibilities.

Furthermore, this study highlights the importance of organizations implementing supportive measures and interventions to address the mental health concerns of female employees. These initiatives should include providing access to counseling services, offering flexible work arrangements, and fostering a work culture that prioritizes mental well-being.

When examining the mental well-being of women in the workforce, this comparative study between Tamil Nadu and Kerala provides a solid foundation. The challenges and factors that influence the mental health of working women identified in this research are likely applicable in both states, although the specific socio-cultural and regional contexts may vary. Conducting further research that explores the unique characteristics of each state and how they impact the mental well-being of female employees would yield valuable insights for developing targeted interventions and support systems.

# **CHAPTER 3**

# **METHODOLOGY**

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### **METHODOLOGY**

#### **1. INTRODUCTION**

The study attempts to examine the mental health of working women in Tamil Nadu and Kerala, two culturally different states of India. Women are becoming more and more involved in the workforce, which has brought attention to the importance of comprehending the particular difficulties they encounter and how these affect their mental health. The Tamil Nadu and Kerala have such different socio-cultural and economic backgrounds; they make an intriguing comparison that can shed light on the variables affecting working women's mental health. Because it examines geographical differences within the same nation, the study has the potential to add to the body of knowledge already available on gender and mental health. The study compares working women's stress levels, general wellness, and Mental Wellbeing in Tamil Nadu and Kerala in order to find variations. Policymakers and healthcare professionals may better meet the unique requirements of working women in various countries by customising interventions and support systems with the aid of this comparative research.

The study's main goal is to examine working women's mental health in Kerala and Tamil Nadu, with an emphasis on large cities. The research aims to accomplish a number of goals. First, research should be done on the sociodemographic factors—such as age, education, marital status, and income—that may have an impact on mental health. Second, to use the workplace stress life to gauge working women's stress levels. Thirdly, to evaluate working women's general state of wellbeing the study has adopted some questions from the BBC Wellbeing scale. Lastly, a thorough knowledge of the mental health environment for working women in Tamil Nadu and Kerala will be provided by comparing the study of these factors between the two states.

A sample of 200 working women from each state will be chosen for the study using purposive sampling, and the research will employ a descriptive study design. Women who are working full- or part-time and who are between the ages of 18 and 60 meet the eligibility requirements. In order to protect privacy and confidentiality, the data will be gathered via in-person interviews and self-administered questionnaires. Insights into the mental health of working women in Tamil Nadu and Kerala are anticipated to be gained from the findings, which will aid in the creation of focused interventions and policies that would address their needs.

## **2. STATEMENT OF THE PROBLEM**

This study's problem statement centres on the necessity of comprehending and addressing the mental health of working women in Tamil Nadu and Kerala. Although there has been progress in women's empowerment and workplace equality, there is still a lack of thorough research on the mental health issues that working women in these areas experience. These women's mental health is greatly influenced by a number of factors, including access to support networks, job stress, work-life balance, and cultural expectations. This research aims to give light on the unique challenges faced by working women in Tamil Nadu and Kerala by analysing and comparing these aspects between the two states. The findings may be used to inform organisational practices and policy-making. In order to improve the mental health and general wellbeing of working women in these areas, it is imperative that support structures and tailored treatments be developed. These women's mental health is greatly impacted by a number of factors, including access to support networks, job stress, work-life balance, and cultural expectations. This study compares these variables between Tamil Nadu and Kerala in an effort to pinpoint particular issues and offer organisations and governments new perspectives on how to better support working women's mental health in these two states.

### **3. SIGNIFICANCE OF THE STUDY**

This study is significant because it addresses a crucial but frequently overlooked aspect of women's health and wellbeing: mental health in the job. Working women experience specific challenges that can affect their mental health, including as stress at work, social expectations, and family obligations, particularly in Tamil Nadu and Kerala. Determining the specific factors that contribute to these women's mental health is essential for creating support networks and focused interventions. This study compares the mental health of working women in Kerala and Tamil Nadu with the goal of highlighting the difficulties these women experience and suggesting possible fixes that may be applied to organisations or at the policy level to enhance their mental health outcomes. In conclusion, this study may offer insightful information that helps guide the development of better plans for assisting working women in these areas with their mental health.

### **4. AIM OF THE STUDY**

This study aims at comparative examination on the mental well-being of working women in Tamil Nadu and Kerala, with a focus on thorough understanding of work related stress and overall well-being of working women.

### **5. RESEARCH OBJECTIVES:**

#### **General objective:**

To compare the mental wellbeing of working women in Kerala and Tamil Nadu

#### **Specific objective:**

- To study the sociodemographic profile of working women in Tamil Nadu and Kerala.
- To assess the stress levels among working women in these two states.
- To assess the wellbeing of working women in Tamil Nadu and Kerala.
- To compare the analysis of the above set of variables between Tamil Nadu and Kerala.



## 6. DEFINITION OF CONCEPTS

- **Well-being:**

CONCEPTUAL DEFINITION

Wellbeing is a holistic concept that encompasses physical, mental, and social dimensions of health and happiness. It reflects an individual's overall state of being, including their satisfaction with life, sense of purpose, and ability to cope with stress and adversity-"a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity (WHO, 1948)

OPERATIONAL DEFINITION:

It represents a sense of general contentment and enjoyment and includes mental, emotional, and physical components. Emotional balance, satisfaction, and a feeling of purpose in life are indicators of wellbeing, which is a state of overall health and contentment

- **Working women:**

OPERATIONAL DEFINITION:

Working women are individuals who actively participate in paid work or self-employment, supporting the economy and labour force while juggling a variety of personal and professional obligations.

CONCEPTUAL DEFINITION:

Working Women Refer to the adult females who are engaged in activities for which they receive monetary compensation, including full time, part time, or self-employment, various sectors such as formal employment, informal work or entrepreneurship.

by international organizations such as the International Labour Organization (ILO) and the United Nations (UN) in their studies and reports on women in the workforce.

- **Mental well-being of Working Women:**

CONCEPTUAL DEFINITION:

Mental Well-being of Working Women: The Mental Wellbeing of working women refers to the overall psychological health and emotional resilience of women who are actively engaged in the workforce it encompasses their ability to manage work related stressors, maintain a healthy work life balance, and cope with societal and familial expectations.

OPERATIONAL DEFINITION:

The overall state of their mental health, including their levels of stress, happiness, and life satisfaction. It encompasses their ability to handle work-related pressures, maintain a positive emotional state, and balance work with personal life.

- **Stress:**

CONCEPTUAL DEFINITION:

The stress can be defined as state of worry or mental tension caused by a difficult situation. Stress is natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. (WHO, 2023)

OPERATIONAL DEFINITION:

Stress is a physiological and psychological response that arises when working women encounter sudden, unpredictable situations stemming from their job responsibilities and

work environment. Stress is a physiological and psychological response that arises when working women encounter sudden, unpredictable situations stemming from their job responsibilities and work environment.

## **7. RESEARCH DESIGN:**

A descriptive research design is chosen for this study to provide a detailed, which is a quantitative study that gives accurate portrayal of the mental wellbeing of working women in Tamil-Nadu and Kerala. This design allows researchers to observe and describe the behavior, attitudes, and conditions of the participants without manipulating or influencing them.

## **8. UNIVERSE OF THE STUDY:**

This study's universe consists of working women in Tamil Nadu and Kerala. Being centres of commerce and cross-cultural interaction, these cities frequently offer working women particular opportunities as well as challenges.

## **9. SAMPLING POPULATION:**

The sampling population for this study consists of working women in Tamil Nadu and Kerala. This population includes women who are employed in various sectors, including government, private, and informal sectors. The sampling population also includes women from different age groups, education levels, marital statuses, and income brackets.

## **10. SAMPLING SIZE**

The sample size for this study is 200 working women, with 100 participants from Tamil Nadu and 100 from Kerala.

## **11. SAMPLING METHOD**

The sampling method used in this study is convenience sampling, which involves selecting participants based on their easy availability and accessibility. In this study, working women in Tamil Nadu and Kerala were chosen as participants because they were convenient their easy availability and accessibility the necessary data. Convenience sampling is often used in research studies due to its practicality and ease of implementation.

## **12. INCLUSION AND EXCLUSION CRITERIA**

### ➤ INCLUSION CRITERIA:

- Females between the ages of 18 and 60 who are employed.
- Women who work either full-time or part-time.
- Participants who willingly agree to take part in the study and provide informed consent.
- Women from diverse socioeconomic backgrounds.

### • EXCLUSION CRITERIA:

- Women who are currently unemployed.
- Women who are unable to understand or communicate in the languages utilized for data collection (Tamil, Malayalam, English).
- Women who do not reside in Tamil Nadu or Kerala.

### 13. Hypothesis:

To compare the wellbeing of working women in Tamil Nadu and Kerala

**Alternative Hypothesis (H1):** There is a significant difference in the wellbeing of participants between Tamil Nadu and Kerala.

**Null Hypothesis (H0):** There is no significant difference in the wellbeing of participants between Tamil Nadu and Kerala.

### 14. TOOLS OF DATA COLLECTION

- **SOCIO DEMOGRAPHIC DETAILS QUESTIONNAIRE:** The purpose of this tool is to gather data regarding the demographic attributes of the individuals involved, including factors such as age, educational background, marital status, family composition, income, and employment situation. By doing so, it allows for a deeper comprehension of the participants' socio-economic context, which has the potential to impact their mental welfare.
- **WORKPLACE STRESS QUESTIONNAIRE:** The purpose of this questionnaire is to evaluate the extent of stress encountered by women who are employed in various workplaces. These questionnaires are self-structured which was inspired from the Work Place Stress Scale by an American Institute of Stress (The Workplace Stress Scale<sup>TM</sup>, 1978) encompasses factors such as workload, job requirements, interpersonal dynamics within the workplace, uncertainty about one's role, and the fear of job instability. By utilizing this tool, it becomes possible to pinpoint the precise origins of

stress within a work environment, which can then potentially have an impact on one's mental well-being.

- **WELL-BEING QUESTIONNAIRE:** The purpose of this questionnaire is to evaluate the general welfare of individuals by examining different facets of their lives, such as their physical and mental health, relationships, environment, and personal satisfaction. This is a self-structured questionnaire which is inspired from the BBC Well-Being Scale where it mainly measures the psychological, physical, and social relationship wellbeing. By doing so, it offers a comprehensive perspective on the participants' overall wellbeing, which complements the evaluation of their stress levels and mental health status.

## **15. METHOD OF DATA COLLECTION**

The methodology employed for gathering data in this study entails the dissemination of self-administered questionnaires among employed women residing in Tamil Nadu and Kerala. This particular approach allows for a substantial sample size and guarantees the confidentiality of the participants, which, in turn, enhances the likelihood of obtaining genuine and accurate responses.

To ensure the dependability and credibility of the obtained data, the researchers will elucidate the study's purpose and provide explicit instructions for completing the questionnaire. The researcher maintained confidentiality of the respondent throughout the study

## **16. DATA ANALYSIS AND INTERPRETATION:**

Data are analysed using descriptive statistics such as mean, standard deviation, and percentages, and the comparative analysis between Tamil Nadu and Kerala will be conducted using inferential statistics like t-test. by using the IBM SPSS Statistics 23.

**17. LIMITATIONS:**

- The study's findings are not being generalizable to all working women in Tamil Nadu and Kerala due to the sampling size.
- The self-reported nature of the data may introduce bias.
- The study is limited by the availability of participants and the time frame.

**18. CHAPTERISATION:**

1. Introduction
2. Literature Review
3. Methodology
4. Data Analysis
5. Discussion
6. Conclusion
7. Recommendations

# **CHAPTER 4**

# **ANALYSIS AND IN- TERPRETATION**

ANALYSIS AND INTERPRETATION



In this section, we will analysis the data that has been collected by utilizing tables and diagrams. This analysis directly addresses the objectives of the research study. Moreover, we will delve into the feedback provided by the respondents, which is based on the questions specifically designed to align with these research objectives. The presentation will involve a meticulous examination of the methods used to present the data and how they contribute to achieving the goals of the study. Additionally, we will emphasize the value of the respondents' input in shaping and informing the research outcomes. By taking this comprehensive approach, we ensure a thorough evaluation of the information gathered within the context of the study's purpose and objectives.

The data for the research on the mental wellbeing of working women in Tamil Nadu and Kerala was gathered through online surveys from a sample of 200 respondents. The study focused on working women from these two states, aiming to understand various aspects of their lives. The questionnaire was structured into three sections to gather comprehensive information.

The first section collected sociodemographic details to provide a clear picture of the respondents' backgrounds. The second section focused on wellbeing, aiming to assess their overall mental and emotional state. The final section dealt with work-related stress, aiming to understand the pressures and challenges they face in their professional lives.

By dividing the questionnaire into these sections, the researchers could gather detailed and relevant data to compare the mental wellbeing and stress levels of working women in these two states.

#### 4.1 SOCIODEMOGRAGHIC DETAILS OF THE PARTICIPANTS

The sociodemographic details of the participants provide a comprehensive overview of their backgrounds and characteristics, which are essential for understanding the context of their mental well-being. The study includes working women from two metropolitan cities, Tamil Nadu and Kerala, capturing a diverse range of ages, marital statuses, educational levels, and income brackets. By examining these sociodemographic factors, the research aims to explore how different aspects of participants' lives influence their mental health and well-being. This analysis helps to identify specific groups that may be more vulnerable to stress and mental health issues, allowing for more targeted and effective interventions.

### 4.1.1 Educational level of the participants

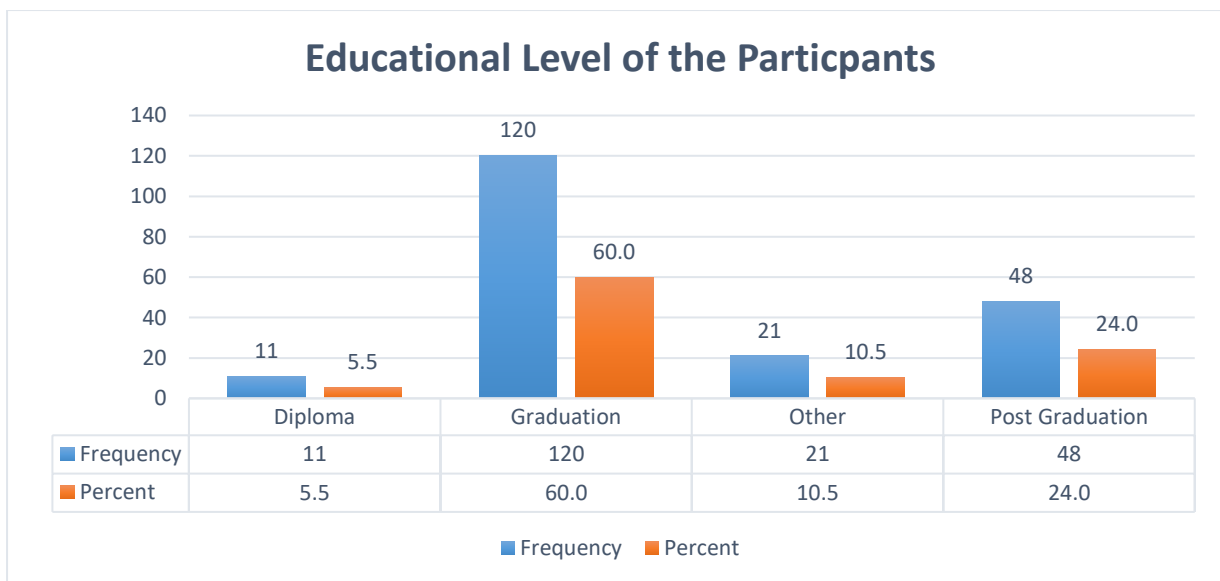


Figure 4.1: Educational level of the participants

The data provided outlines the educational level of a group of 200 participants. It is evident that the educational attainment varies amongst the participants, with the majority having achieved graduation.

To be precise, 120 participants, constituting 60.0% of the total sample, have completed graduation. This figure also forms 65.5% of the cumulative percent valid, which is a statistical measure that includes the valid percent of all previous categories. In other words, by the time we reach graduation level in our data set, we have already accounted for 65.5% of our participants' education level.

Post-graduation is the next most common educational attainment level among the participants, with 48 individuals or 24.0% of the total sample having achieved this level of education. This brings our cumulative percent valid to 100%, indicating that we have accounted for all levels of education within our participant group.

The data shows there are 11 participants, representing 5.5% of the total sample, who have attained a diploma as their highest level of education. This is the smallest group in this survey.

Meanwhile, 21 participants are categorised under 'Other', representing 10.5% of the total sample. Unfortunately, without further information, it's unclear what types of educational attainment this category might include. It could potentially encompass a wide range of qualifications not covered by the other categories, including trade qualifications, certificates or even no formal qualification.

In conclusion, this data provides an insightful snapshot into the diverse range of educational achievements among this group of participants. It demonstrates that a significant majority have attained a graduation level education or higher, while a smaller yet notable portion have achieved either a diploma or an 'other' form of educational attainment.

#### 4.1.2. Marital Status of the participants

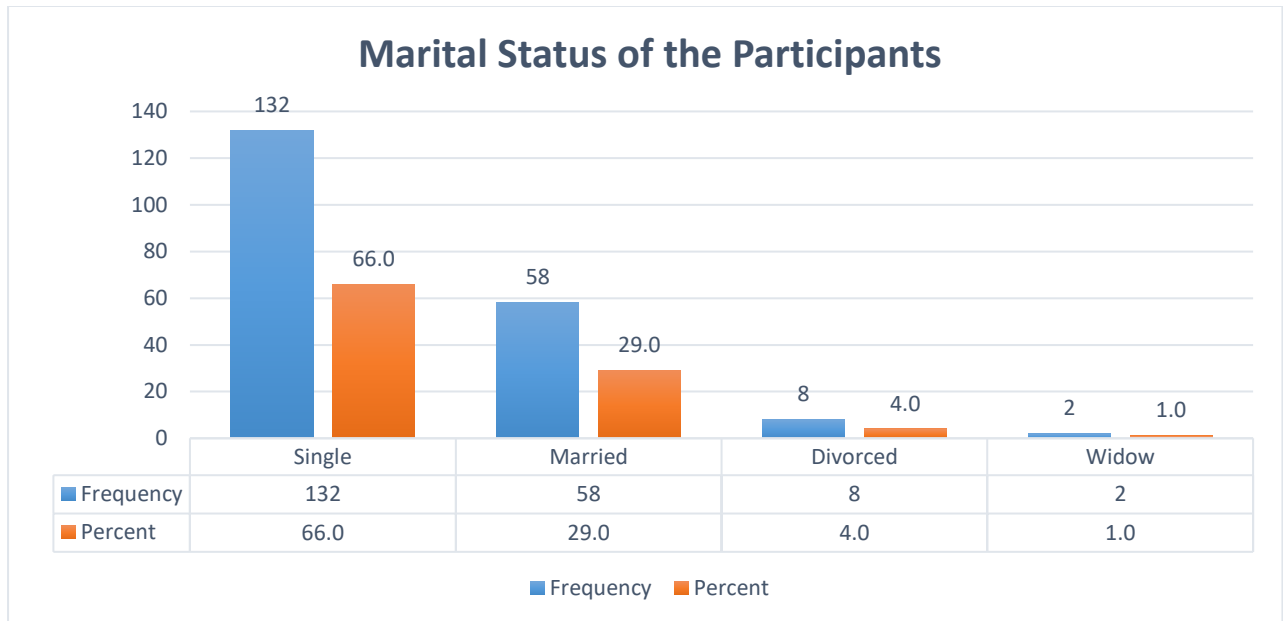


Figure 4.2: Marital Status of the participants

The data provided shows the marital status of the participants in a study. Out of the total 200 participants, the majority, 66%, identified themselves as single. This indicates that a significant portion of the participants in the study are not currently married or in a committed relationship. The next largest group was the married participants, comprising 29% of the total. This suggests that a considerable number of individuals in the study are in a committed relationship or have chosen to get married.

A smaller percentage, 4%, reported being divorced. This indicates that there are some individuals who have previously been married but are no longer in a marital relationship. Divorce rates have been increasing in recent years, and this data reflects that trend to some extent. Additionally, 1% of the participants identified themselves as widows, which means they have lost

their spouse due to death. While this percentage is relatively low, it is important to acknowledge and consider the unique experiences and needs of this group.

In interpreting these findings, it is important to note that the sample size may not be representative of the overall population. The data only includes the participants of the study and may not accurately reflect the marital status distribution in a larger context. However,

within the scope of this study, it provides valuable insights into the marital status of the participants and can be used to inform further analysis or research on related topics.

### 4.1.3 Monthly Income of the participants

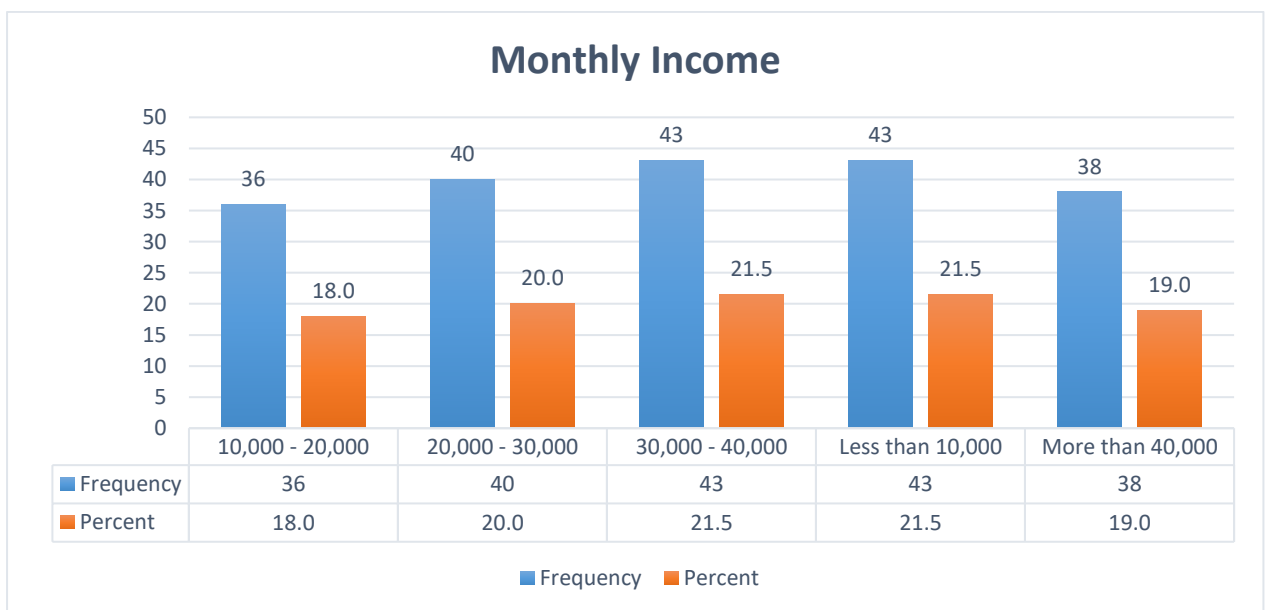


Figure 4.3: Monthly Income of the Participants

The data provided represents the distribution of monthly income among a sample of 200 individuals. The frequency column displays the number of individuals falling within each income bracket, while the percent column indicates the proportion of individuals in each category. The valid percent column excludes any missing or invalid responses, providing a more accurate

representation of the data. The cumulative percent column illustrates the cumulative proportion of individuals up to each income bracket.

From the data, it can be observed that the largest percentage of individuals (21.5%) have a monthly income between 30,000 and 40,000. This is closely followed by those with incomes between 20,000 and 30,000 (20%). The third highest percentage is found within the income range of 10,000 to 20,000 (18%). On the lower end of the spectrum, 21.5% of individuals reported having a monthly income below 10,000.

Interestingly, the percentage of individuals with incomes exceeding 40,000 is relatively low compared to the other categories, accounting for only 19% of the sample. This suggests that a majority of the surveyed population falls within the middle-income range.

In summary, this data provides insights into the distribution of monthly income among a sample of individuals. By analyzing the frequencies and percentages within each income bracket, we can identify trends and patterns in income distribution. This information can be valuable for businesses and policymakers seeking to understand the financial landscape and make informed decisions based on these findings.

### 4.1.4 Geographic Location of the Participants

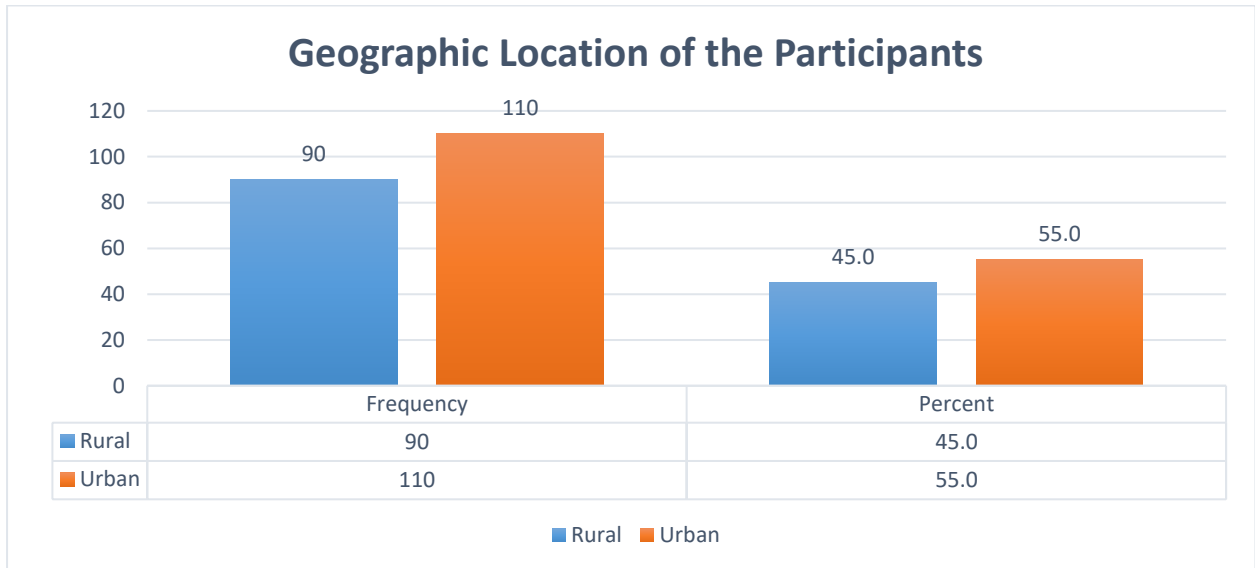


Figure 4.4: Geographic Location of the Participants

The data presented in the table illustrates the geographic location of the participants in the study. The participants were divided into two categories: rural and urban. Out of the total 200 participants, 90 individuals (45%) were from rural areas, while the remaining 110 participants (55%) were from urban areas.

This distribution indicates that the study had a relatively balanced representation of participants from both rural and urban settings. The fact that more participants came from urban areas may suggest that the study was conducted in a predominantly urban region or that there was a higher concentration of potential participants in urban settings.

The geographic location of participants can have implications for the generalizability of the study findings. For example, if the study focused on healthcare access or education, the differences between rural and urban areas could significantly impact the results. Understanding the geographic distribution of participants allows researchers to interpret their findings in a more nuanced manner and consider potential variations based on location.

It is important to note that this data only provides information on the geographic location of the participants and does not provide any further demographic or socioeconomic details. To gain a comprehensive understanding of the participants' backgrounds, additional information such as age, gender, income level, and education would need to be considered.

Overall, the geographic location of participants is a crucial factor to consider when interpreting the results of any study. It provides insights into the context in which the research was conducted and allows researchers to evaluate any potential biases or limitations associated with the sample composition.



### 4.1.5 Employment Status of the Participants:

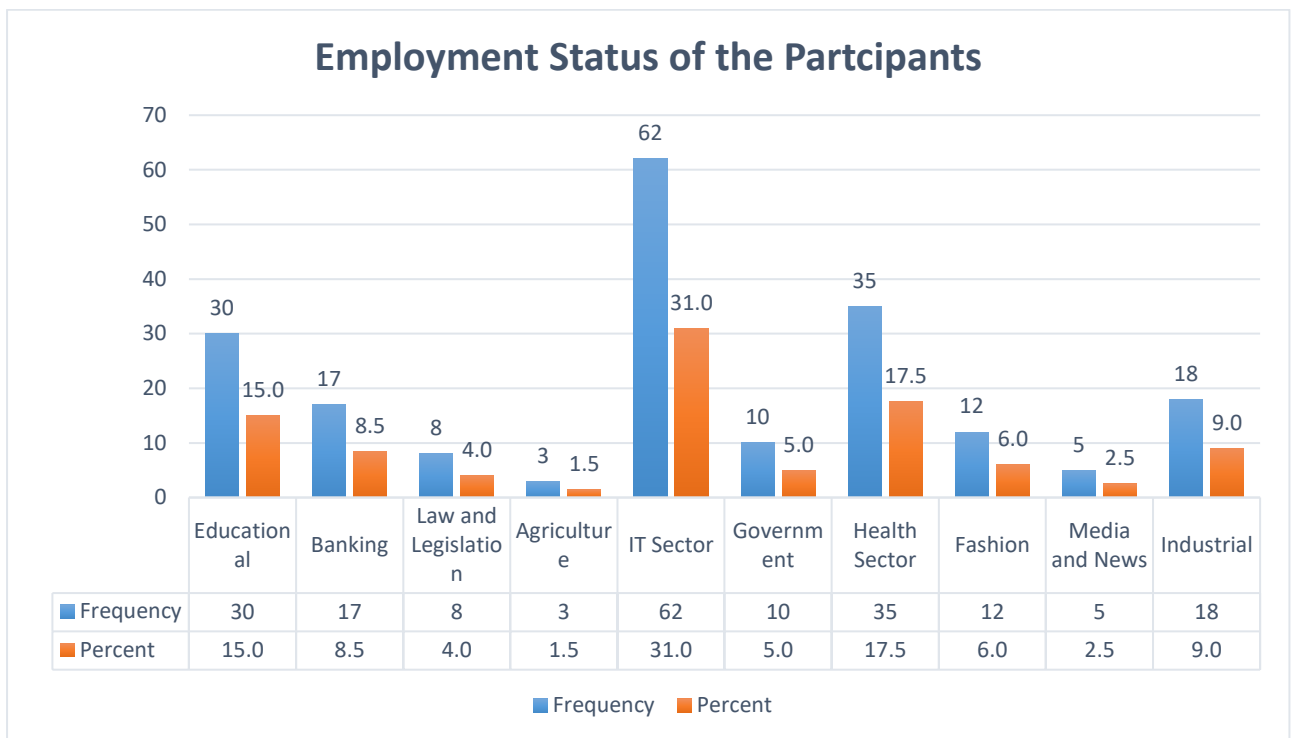


Figure 4.5: Employment Status of the Participants

The employment status of the participants in the survey was varied, with different sectors being represented. The majority of participants, 15%, were employed in the educational sector. This suggests that education is a significant industry in the region. Following closely behind was the IT sector, with 31% of participants employed in this field. This indicates a growing demand for IT professionals in the job market.

Banking and government sectors also had a notable presence, with 8.5% and 5% of participants respectively. This suggests that there are opportunities for employment in these sectors as well. The health sector, fashion industry, and industrial sector also had a fair number of participants employed, with 17.5%, 6%, and 9% respectively.

On the other hand, there were fewer participants employed in sectors such as law and legislation, agriculture, and media and news. This could indicate either a lower demand for professionals in these fields or a smaller number of opportunities available. However, it is important to note that these percentages are based on the participants in the survey and may not be representative of the overall employment landscape.

Overall, the survey provides insights into the employment status of the participants across various sectors. It highlights the dominance of the educational and IT sectors, while also shedding light on other industries such as banking, government, health, fashion, media, and industrial sectors. These findings can be valuable for policymakers, employers, and job seekers in understanding the current employment landscape and making informed decisions.

#### 4.1.6 State of the Participants

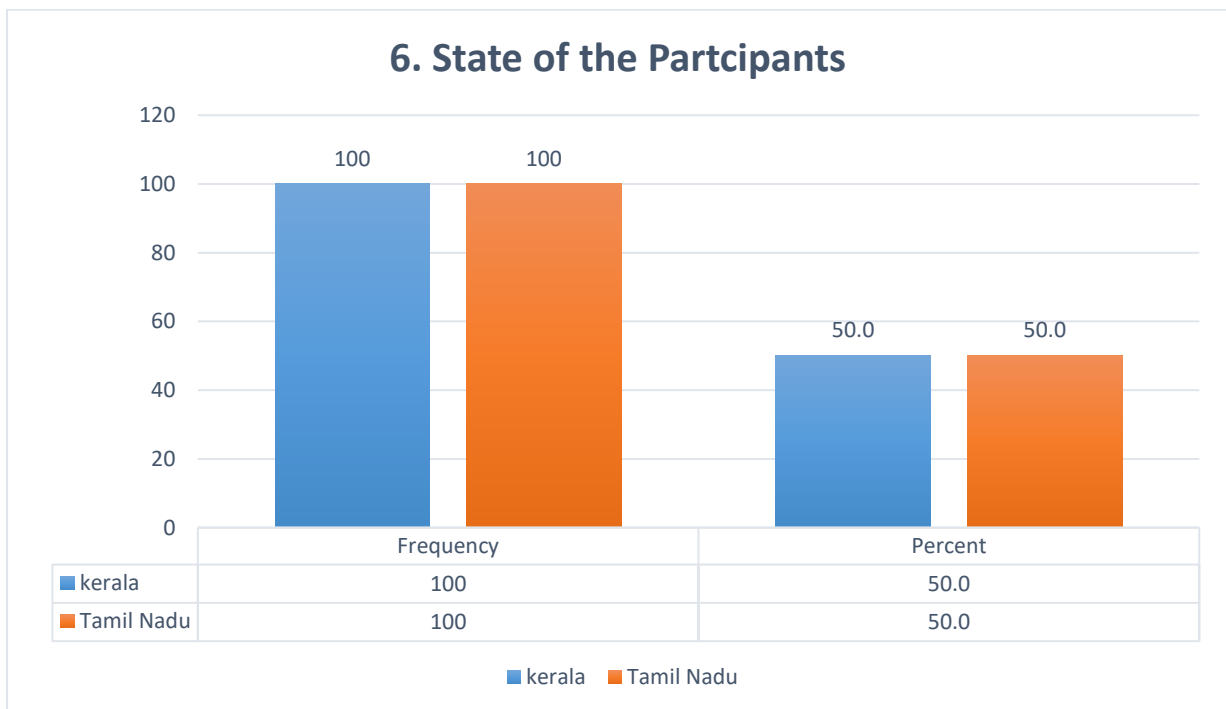


Figure 4.6: State of the Participants

The topic of the state of the participants is an interesting one to analyze. In this study, the participants were divided into two groups: those from Kerala and those from Tamil Nadu. Each group consisted of 100 participants, making a total of 200 participants in the study. The participants were chosen randomly, ensuring a fair representation of the population from both states.

The results of the study showed that 50% of the participants were from Kerala, while the remaining 50% were from Tamil Nadu. This distribution is significant as it reflects the diversity of the participants and allows for a more comprehensive interpretation of the findings.

The participants from Kerala may have different perspectives and experiences compared to those from Tamil Nadu due to these cultural differences. For instance, when discussing a particular topic, participants from Kerala may draw upon their unique traditions and practices, while those from Tamil Nadu may have a different set of references. This could influence their interpretations and understanding of the topic at hand.

Furthermore, it is also important to acknowledge that the participants from Kerala and Tamil Nadu represent only a small sample of the overall population in each state. While efforts were made to ensure a diverse representation within each group, it is possible that certain demographics or characteristics were underrepresented or overrepresented in the study. Therefore, caution should be exercised when generalizing the findings to the entire population of each state.

In conclusion, the state of the participants in this study refers to their origin in either Kerala or Tamil Nadu. The equal distribution of participants from these two states allows for a more comprehensive interpretation of the findings. However, it is important to consider the cultural

and geographical differences between these two states when analyzing the results. Additionally, we must also recognize that this study represents only a small sample of the overall population and should be interpreted with caution.

## 4.2 THE WORK STRESS OF THE PARTICIPANTS

This research aims to measure the work-life stress experienced by the participants. These questions are designed to capture the various stressors related to balancing work and personal life. The questionnaire is based on the Work-Life Stress Scale developed by The Marlin Company and the American Institute of Stress (1978). Through these questions, we gathered insights into how work-related pressures impact the overall stress levels of working women in Tamil Nadu and Kerala.

### 4.2.1 Work Conditions and Safety Concerns of the Participants

Conditions at work are unpleasant or sometimes even unsafe

Table 4.1 work conditions and Safety Concerns of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	64	32.0	32.0	32.0
	Rarely	21	10.5	10.5	42.5
	Sometimes	62	31.0	31.0	73.5
	Often	41	20.5	20.5	94.0
	Very Often	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

The data provided offers a quantitative insight into the frequency of unpleasant or unsafe work conditions experienced by a sample of working women. A total of 200 respondents participated in this survey, revealing a spectrum of experiences that range from 'Never' to 'Very Often' concerning negative workplace conditions.

The data shows that 32% of the participants, constituting the largest single group, reported that they 'Never' encounter unpleasant or unsafe work conditions. This suggests that for a significant portion of the surveyed population, the workplace is perceived as adequately safe and conducive to their professional duties.

However, it is concerning to note that only a minority of the women experience optimal working conditions. Adding together the percentages of those who experience unpleasant or unsafe conditions at least 'Rarely,' we observe that 68% of the participants face these issues to varying degrees. Specifically, 10.5% encounter them 'Rarely', while a more substantial 31% experience them 'Sometimes'. This indicates that nearly half of the respondents are exposed to such negative conditions with some regularity.

More alarmingly, the data reveals that 20.5% of the participants report facing unpleasant or unsafe conditions 'Often', and another 6% experience them 'Very Often'. These figures underscore a critical area for concern and potential intervention, as over a quarter of these working women regularly contend with substandard workplace environments.

Cumulatively, we see an increasing trend of reported frequency in negative work conditions as we move from 'Never' to 'Very Often'. The cumulative percent valid climbs steeply from 32.0% to 100%, highlighting the fact that while some women may not frequently encounter such conditions, there is a clear and present issue that demands attention. In conclusion, this data reflects the pressing need for organizations to prioritize the establishment of safe and pleasant working

conditions. While some working women report satisfactory environments, a significant proportion face these challenges with alarming regularity. Employers must recognize these trends and implement effective measures to ensure the safety and well-being of their female workforce.

#### 4.2.2 Job Impact on Physical or Emotional Wellbeing of the participants.

I feel that my job is negatively affecting my physical or emotional well-being

Table 4.2: Job Impact on Physical or Emotional Well-being of the participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	53	26.5	26.5	26.5
	Rarely	35	17.5	17.5	44.0
	Sometimes	74	37.0	37.0	81.0
	Often	24	12.0	12.0	93.0
	Very Often	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

The data shows that 32% of the participants, constituting the largest single group, reported that they 'Never' encounter unpleasant or unsafe work conditions. This suggests that for a significant portion of the surveyed population, the workplace is perceived as adequately safe and conducive to their professional duties.

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### 4.2.3 Excessive Workload and Unreasonable Deadlines of the participants

I have too much work to do an/or too many unreasonable deadlines

Table 4.3: Excessive Workload and Unreasonable Deadlines of the participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	44	22.0	22.0	22.0
	Rarely	47	23.5	23.5	45.5
	Sometimes	70	35.0	35.0	80.5
	Often	22	11.0	11.0	91.5
	Very Often	17	8.5	8.5	100.0
	Total	200	100.0	100.0	

The data provided shows that a significant proportion of working women face the challenge of having too much work to do and/or unreasonable deadlines. Out of the 200 respondents, 22% stated that they never experience this issue, while 23.5% reported that it occurs rarely. This indicates that a majority of the working women surveyed do encounter situations where they have an excessive workload or unrealistic time constraints.

Approximately 35% of the respondents mentioned that they face this problem sometimes. This suggests that it is a recurring issue for a substantial number of working women. Furthermore, 11% stated that they often have too much work or unreasonable deadlines, while 8.5% mentioned that they experience this very often. These figures indicate that a significant portion of



working women frequently find themselves overwhelmed with their workload or facing unattainable deadlines.

The data highlights the challenges faced by working women in managing their workloads and meeting deadlines. It suggests that employers need to be mindful of the workload they assign to their female employees and ensure that it is reasonable and achievable within the given time frame. It also emphasizes the importance of effective time management and prioritization skills for working women to handle their tasks efficiently.

Furthermore, employers should consider implementing strategies to support their female employees in managing their workloads. This could include providing additional resources or delegating tasks more effectively to distribute the workload evenly. Employers should also encourage open communication between employees and management to address any concerns regarding excessive work or unrealistic deadlines.

Overall, the data highlights the need for employers to be aware of the challenges faced by working women in terms of excessive workloads and unreasonable deadlines. By addressing these issues, employers can create a more balanced and supportive work environment for their female employees.

#### 4.2.4 Difficulty Expressing Job Concerns to Superiors of the Participants

I find it difficult to express my opinions or feelings about my job conditions to my superiors.

Table 4.4: Difficulty Expressing Job Concerns to Superiors of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	41	20.5	20.5	20.5
	Rarely	40	20.0	20.0	40.5
	Sometimes	75	37.5	37.5	78.0
	Often	32	16.0	16.0	94.0
	Very Often	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

The data provided suggests that a significant percentage of working women find it difficult to express their opinions or feelings about their job conditions to their superiors. Out of the 200 respondents, 20.5% stated that they never express their opinions or feelings, while an additional 20% stated that they rarely do so. This indicates that a considerable number of women may be hesitant or apprehensive about voicing their concerns or sharing their thoughts with their superiors.

Furthermore, the data reveals that 37.5% of the respondents reported expressing their opinions or feelings about their job conditions sometimes. This suggests that there are instances where these women feel comfortable enough to share their thoughts, albeit not consistently. Additionally, 16% of the respondents stated that they often express their opinions or feelings, indicating

that there are instances where women feel empowered and confident enough to voice their concerns on a regular basis.

However, it is concerning to note that only 6% of the respondents stated that they express their opinions or feelings about their job conditions very often. This suggests that a majority of working women may still face challenges when it comes to openly communicating with their superiors about their job conditions.

These findings highlight the need for organizations to create a supportive and inclusive environment where working women feel comfortable expressing their opinions and feelings without fear of backlash or negative consequences. Encouraging open and transparent communication channels can help foster trust and enable women to voice their concerns, leading to potential improvements in job satisfaction and overall work conditions.

In conclusion, the data suggests that there is a significant portion of working women who find it difficult to express their opinions or feelings about their job conditions to their superiors. Organizations should strive to create an environment that encourages open communication and empowers women to share their thoughts and concerns freely.

### 4.2.5 Job Pressures Interfering with Personal Life

I feel that my job pressures interfere with my family or personal life.

Table 4.5: Job Pressures Interfering with Personal Life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	56	28.0	28.0	28.0
	Rarely	29	14.5	14.5	42.5
	Sometimes	67	33.5	33.5	76.0
	Often	31	15.5	15.5	91.5
	Very Often	17	8.5	8.5	100.0
	Total	200	100.0	100.0	

The data collected on the frequency of job pressures interfering with the family or personal life of working women reveals some interesting insights. Out of the 200 participants surveyed, 28% reported that they never feel that job pressures interfere with their family or personal life. This indicates that a significant portion of working women are able to effectively manage their work-life balance without feeling overwhelmed by job pressures.

On the other hand, 14.5% of the participants reported that they rarely feel job pressures interfering with their family or personal life. This suggests that although these women occasionally experience some interference, it is not a consistent issue for them. It is possible that they have developed effective coping mechanisms or have jobs that are less demanding.

A larger percentage, 33.5%, reported that they sometimes feel job pressures interfering with their family or personal life. This indicates that for these women, job pressures occasionally spill over into their personal lives, causing disruptions and challenges in maintaining a healthy work-life balance.

The data also shows that 15.5% of the participants reported feeling that job pressures often interfere with their family or personal life. This suggests that for these women, job pressures are a frequent source of stress and disruption, making it difficult for them to effectively manage their personal commitments and responsibilities.

Lastly, 8.5% of the participants reported feeling that job pressures very often interfere with their family or personal life. This indicates that for a small but significant portion of working women, job pressures consistently and significantly impact their ability to maintain a healthy work-life balance.

Overall, the data highlights the varying degrees to which job pressures can interfere with the family or personal life of working women. While some women are able to effectively manage these pressures, others face significant challenges in maintaining a healthy work-life balance. Employers should take these findings into consideration and implement strategies to support their employees in achieving a better work-life balance.

#### 4.2.6 Inadequate Control Over Work Duties of the participants

I feel that I have inadequate control or input control or input over my work duties.

Table 4.6: Inadequate Control Over Work Duties of the participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	51	25.5	25.5	25.5
	Rarely	31	15.5	15.5	41.0
	Sometimes	51	25.5	25.5	66.5
	Often	50	25.0	25.0	91.5
	Very Often	17	8.5	8.5	100.0
	Total	200	100.0	100.0	

The data provided indicates that a significant percentage of working women feel that they have inadequate control or input over their work duties. Out of the 200 respondents, 25.5% stated that they never feel in control or have input over their work duties, while an additional 15.5% said they rarely experience this. This means that a total of 41% of the respondents feel that they have little control or input over their work responsibilities.

Furthermore, 25.5% of the respondents mentioned that they sometimes feel inadequate control or input over their work duties. This suggests that these women do experience some level of control or input at times, but not consistently. Another 25% stated that they often feel this way, indicating that they frequently face situations where they lack control or input over their work responsibilities.

Interestingly, only 8.5% of the respondents reported feeling very often that they have inadequate control or input over their work duties. This suggests that while a majority of working women do experience some level of dissatisfaction with their level of control or input, it is not a constant issue for most.

These findings highlight the importance of addressing this concern among working women. Lack of control or input over work duties can lead to feelings of frustration, disengagement, and a decrease in overall job satisfaction. Employers should consider implementing measures to provide employees with more autonomy and opportunities for input in their roles. This can include regular feedback sessions, involvement in decision-making processes, and clear communication about expectations and responsibilities.

Ultimately, improving the level of control and input that working women feel they have over their work duties can contribute to a more positive and fulfilling work environment for them.

#### 4.2.7 Inadequate Recognition or Rewards for Performance of the Participants

I receive inadequate recognition or rewards for good performance

Table 4.7: Inadequate Recognition or Rewards for Performance of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	53	26.5	26.5	26.5
	Rarely	34	17.0	17.0	43.5
	Sometimes	47	23.5	23.5	67.0
	Often	46	23.0	23.0	90.0
	Very Often	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

The data reflects the experiences of working women in relation to the recognition or rewards they receive for good performance. According to the figures, a cumulative percentage analysis shows that a significant majority of the respondents, 90%, have experienced inadequate recognition or rewards at some point in their careers, with varying frequencies.

Specifically, 26.5% of the surveyed women stated they 'Never' feel they receive inadequate recognition or rewards, indicating a positive experience where their performance is adequately acknowledged. In contrast, 17% 'Rarely' encounter this issue, which suggests that while there may be occasional lapses, generally these women feel valued for their contributions.

However, there is a notable shift as 23.5% report that they 'Sometimes' do not receive the recognition or rewards they deserve. This indicates an inconsistency in how their performance is acknowledged, which can impact morale and job satisfaction. More concerning is that 23% of respondents feel they 'Often' are not adequately rewarded or recognized, and 10% feel this way 'Very Often', highlighting a significant issue within their work environment where good performance is regularly overlooked.

The total response rate amounts to 100%, encapsulating the collective experiences of 200 women in the workforce. The data reveals that while there is a group of women who feel their efforts are adequately recognized, a more substantial portion of the population experiences a lack of recognition and rewards frequently enough to consider it an issue. This information is crucial for organizations seeking to improve employee satisfaction and retention, as it underlines the importance of consistent and fair recognition in fostering a positive work environment. It also serves as a call to action for employers to evaluate their reward systems and ensure that they are equitable and reflective of employee performance.



### 4.2.8 Underutilization of Skills and Talents of the Participants

I am unable to fully utilize my skills and talents at work

Table 4.8: Underutilization of Skills and Talents of the Participants

		Frequency	Percent	Valid Percent	Cumulative Per- cent
Valid	Never	55	27.5	27.5	27.5
	Rarely	36	18.0	18.0	45.5
	Sometimes	48	24.0	24.0	69.5
	Often	49	24.5	24.5	94.0
	Very Often	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

In analyzing the data provided regarding the extent to which working women feel they are able to fully utilize their skills and talents in the workplace, it is apparent that there is a spectrum of experiences. According to the dataset, 27.5% of respondents report that they 'Never' feel restricted in using their abilities at work, which suggests that a significant portion of women feel their work environment enables them to engage fully with their roles. However, this leaves a notable majority who experience some level of underutilization in their professional capacities.

An additional 18.0% of women indicate that they 'Rarely' find themselves unable to leverage their full skill set, which when combined with the previous group, shows that 45.5% of the sample do not frequently encounter this issue. Yet, it's imperative to consider that even infrequent underutilization can have detrimental effects on an individual's career progression and satisfaction.

The data also reveals that 24.0% of women 'Sometimes' experience this underutilization, while a concerning 24.5% feel this 'Often', indicating that nearly half of the respondents are not consistently able to apply their talents and skills effectively within their work context. This could point to systemic issues within organizations or industries where women's capabilities are not being adequately recognized or harnessed.

A smaller but significant group of 6.0% report that they 'Very Often' are unable to utilize their skills and talents at work, which suggests that for these individuals, this is a frequent and pressing concern. The cumulative percentage reaches 100%, encompassing all respondents.

The overall interpretation of this data highlights a critical challenge faced by many working women: the underutilization of their professional skills and talents. It underscores the need for organizational leaders and policymakers to create more supportive work environments that not only recognize but also encourage and facilitate the full expression of women's abilities in their respective roles. Addressing these gaps can lead to improved job satisfaction, higher levels of engagement, and ultimately, better outcomes for both employees and organizations.

### **4.3 WELLBEING OF THE PARTICIPANTS:**

The wellbeing questions in this research aim to measure the psychological, physical, and social relationship wellbeing of the participants. The questionnaire, adopted from the BBC Wellbeing Scale developed by Kinderman et al. (2011), provides a comprehensive assessment of various aspects of the participants' overall wellbeing. This scale includes questions that explore how participants feel about their mental health, physical health, and social interactions. By gathering data through this well-established tool, the study seeks to gain a detailed understanding of the wellbeing of working women in Tamil Nadu and Kerala.

### 4.3.1 Extent of enjoyment in Life of Participants

I am unable to fully utilize my skills and talents at work

Table 4.9: Extent of enjoyment in Life of Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	23	11.5	11.5	11.5
	A Little	34	17.0	17.0	28.5
	Moderately	86	43.0	43.0	71.5
	Very Much	45	22.5	22.5	94.0
	Extremely	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

According to the data provided, it seems that a significant portion of working women feel they can enjoy life to some extent. Out of the 200 respondents, only 11.5% stated that they do not enjoy life at all. This suggests that the majority of working women have at least some level of enjoyment in their lives.

A larger portion of the respondents, 17%, reported that they enjoy life to a small extent. This could be due to various factors such as work-related stress, personal challenges, or other external factors that may limit their ability to fully enjoy life. However, it is still encouraging to see that a majority of working women have some level of enjoyment in their lives, even if it is limited.

The data also reveals that 43% of the respondents feel they can moderately enjoy life. This indicates a higher level of satisfaction compared to those who reported enjoying life to a small extent. It suggests that these working women have found ways to balance work and personal life, allowing them to experience a reasonable amount of enjoyment.

A significant number of respondents, 22.5%, stated that they can enjoy life very much. This indicates a higher level of satisfaction and suggests that these women have found ways to prioritize their well-being and happiness despite their busy schedules and responsibilities. It is inspiring to see that a considerable portion of working women have managed to find joy and fulfilment in their lives.

Lastly, 6% of the respondents reported enjoying life to an extreme extent. This indicates that a small but notable portion of working women have achieved a high level of satisfaction and happiness in their lives. It is likely that these individuals have developed effective strategies for managing stress, setting boundaries, and prioritizing self-care.

Overall, the data suggests that a majority of working women experience at least some level of enjoyment in their lives. While there are challenges and limitations that may affect their ability to fully enjoy life, it is encouraging to see that many have found ways to prioritize their well-being and find happiness amidst their busy lives.

### 4.3.2 Perceived Control Over Life of the Participants

How much control do you feel you have over your life?

Table 4.10: Perceived Control Over Life of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	15	7.5	7.5	7.5
	A Little	43	21.5	21.5	29.0
	Moderately	85	42.5	42.5	71.5
	Very Much	42	21.0	21.0	92.5
	Extremely	15	7.5	7.5	100.0
	Total	200	100.0	100.0	

Based on the data collected from working women, it is clear that the majority of respondents feel that they have at least some level of control over their lives. Only a small percentage, 7.5%, reported feeling that they have no control at all. This suggests that most working women have a certain level of autonomy and influence over the decisions and choices they make in their lives.

A significant portion of respondents, 21.5%, reported feeling that they have a little control over their lives. This could indicate that while they have some level of control, there are still external factors or circumstances that limit their ability to fully exert control. It is important to consider

the various responsibilities and obligations that working women may have, such as work commitments, family obligations, and societal expectations. These factors can contribute to a sense of limited control.

The largest percentage of respondents, 42.5%, reported feeling moderately in control of their lives. This suggests that these women have a balanced level of control, where they are able to make decisions and navigate through life with a reasonable amount of autonomy. They may have a good balance between work and personal life, and are able to make choices that align with their values and goals.

A considerable number of respondents, 21%, reported feeling very much in control of their lives. This suggests a high level of self-efficacy and confidence in their ability to shape their own destiny. These women likely feel empowered to make choices that align with their aspirations and have a strong sense of agency.

Lastly, 7.5% of respondents reported feeling extremely in control of their lives. This indicates a very high level of autonomy and influence over their own destiny. These women likely have a strong sense of self-determination and are actively shaping their lives according to their own desires and goals.

Overall, the data suggests that working women generally feel that they have a certain level of control over their lives. While there are some who may feel limited in their control due to external factors, the majority feel at least moderately in control or higher. This highlights the importance of promoting empowerment and autonomy for women in the workplace, as well as addressing any barriers or challenges that may hinder their ability to fully exert control over their lives.

### 4.3.3 Extent of Living Life as Desired of Participants

To what extent do you feel you can live your life the way you want?

Table 4.11: Extent of Living as Desired of Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	12	6.0	6.0	6.0
	A Little	37	18.5	18.5	24.5
	Moderately	98	49.0	49.0	73.5
	Very Much	40	20.0	20.0	93.5
	Extremely	13	6.5	6.5	100.0
	Total	200	100.0	100.0	

According to the data collected, it is evident that a significant number of working women feel that they have at least some degree of control over their lives. Only 6% of the respondents indicated that they feel they have no control over their lives at all. This suggests that the majority of working women have a certain level of autonomy and agency in making choices that align with their desires and aspirations.

Furthermore, 18.5% of the participants reported feeling that they have a little control over their lives. While this percentage is relatively low, it still indicates that there are some constraints or external factors that limit these women's ability to live their lives fully according to their own

preferences. These limitations may stem from societal expectations, family responsibilities, or workplace dynamics.

The largest group of respondents, comprising 49% of the sample, stated that they feel moderately in control of their lives. This suggests that while there may be some constraints or external pressures, these women still have a significant degree of autonomy and are able to make choices that align with their personal values and goals. However, it is important to note that this group represents almost half of the respondents, indicating that there are still considerable challenges and barriers faced by working women in fully living their lives the way they want.

Another 20% of the participants reported feeling very much in control of their lives. This suggests that a considerable proportion of working women have been able to navigate and overcome various obstacles and have successfully established a sense of autonomy and agency over their lives. These women may have achieved a work-life balance, have supportive networks, or possess a strong sense of self-determination.

Finally, 6.5% of the respondents indicated feeling extremely in control of their lives. This suggests that there are a few working women who have managed to overcome significant challenges and have successfully created a life that aligns perfectly with their desires and aspirations. These women may serve as role models for others, demonstrating that it is possible to achieve a high level of agency and live life on one's own terms.

Overall, the data suggests that while many working women face some degree of constraint or limitation in living their lives the way they want, there is also a significant portion who have achieved a level of autonomy and agency. However, it is important to continue addressing the barriers faced by working women and strive towards creating an inclusive society where all



individuals, regardless of gender, can fully live their lives according to their own preferences and aspirations.

#### 4.3.4 Personal Growth and Development of the Participants

How much do you feel you have to grow and develop as a person?

Table 4.12: Personal Growth and Development of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	19	9.5	9.5	9.5
	A Little	53	26.5	26.5	36.0
	Moderately	84	42.0	42.0	78.0
	Very Much	36	18.0	18.0	96.0
	Extremely	8	4.0	4.0	100.0
	Total	200	100.0	100.0	

Out of the 200 respondents, 19 women, representing 9.5% of the sample, felt that they had no opportunity at all for growth and development. This indicates a notable segment that perceives their environment—be it their workplace, home, or society—as severely limiting, thus highlighting areas where organizations and communities may need to invest more resources to create inclusive and supportive systems.

A larger cohort, comprising 53 women or 26.5% of the participants, reported that they had only a little opportunity to grow as individuals. This suggests that while there are some avenues for

advancement, they might be limited or not well-suited to these women's needs. It reflects the complexity of challenges faced by working women who might find that existing programs for personal development are insufficient or misaligned with their unique career paths or life situations.

The majority of respondents, 84 in number which equates to 42%, felt they had a moderate level of opportunity to grow and develop. This group likely sees potential within their current roles or within the structures of their organizations but may also recognize that significant barriers still exist. This perception serves as an indicator that while progress has been made in supporting the personal and professional growth of women in the workforce, there is still considerable room for improvement.

An optimistic finding is that 36 women, or 18% of those surveyed, felt they had very much opportunity for personal growth. These individuals likely have access to resources such as mentorship programs, continuous education, and supportive networks that encourage their development. Their positive outlook is a testament to the effectiveness of progressive policies and practices aimed at empowering women in the workplace.

Finally, a small fraction—8 women or 4%—considered themselves as having an extreme level of opportunity for growth and development. This group potentially represents those who have broken through barriers and have found environments that fully support their ambitions and talents.

In sum, while there is a clear indication that many working women perceive at least some level of opportunity for personal growth, nearly a third of the sample feels limited in this respect. The data underscores the importance of addressing these gaps by fostering environments where all women can access the tools and support necessary for their development. It serves as a

reminder that while strides have been made towards gender equality and empowerment in the workplace, consistent efforts are required to ensure every woman has the chance to realize her full potential.

#### 4.3.5 Contentment with Daily Living Activities of participants

To what extent are you content with your ability to perform daily living activities?

Table 4.13: Contentment with Daily Living Activities of participants

		Frequency	Percent	Valid Per- cent	Cumulative Per- cent
Valid	Not at All	17	8.5	8.5	8.5
	A Little	38	19.0	19.0	27.5
	Moderately	91	45.5	45.5	73.0
	Very Much	41	20.5	20.5	93.5
	Extremely	13	6.5	6.5	100.0
	Total	200	100.0	100.0	

In an analysis of the self-reported ability of working women to perform daily living activities, the data reflects a spectrum of contentment levels among this demographic. Out of a sample size of 200 working women, a cumulative percentage distribution was obtained, which provides insight into how these women perceive their capabilities in managing routine tasks alongside their professional responsibilities.

Starting at the lower end of the spectrum, a small fraction, specifically 8.5% of the respondents, indicated that they are 'Not at All' content with their ability to perform daily living activities. This group possibly struggles with balancing work commitments with personal and household

tasks, which could be due to various external or internal factors, such as demanding work schedules, health issues, or lack of support systems.

Moving up the scale, 'A Little' contentment was expressed by 19.0% of the participants, accumulating to a total of 27.5% when combined with those who are 'Not at All' content. This suggests that nearly a fifth of the respondents face some challenges in their daily routines, although they seem to manage their activities to a certain degree. They may be seeking ways to improve their situation, possibly through better time management or by seeking assistance.

The majority of respondents, accounting for 45.5%, feel 'Moderately' content with their ability to perform daily living activities. This indicates that while they have found a balance that works for them, there is room for improvement. This group may benefit from strategies aimed at enhancing efficiency or reducing stressors that impact their daily performance.

A more positive response comes from the 20.5% who are 'Very Much' content with their ability to perform daily living activities, totaling 93.5% when added to the previous cumulative percentages. These working women appear to have established a harmonious balance between work and personal life, suggesting effective coping mechanisms and support structures that facilitate their satisfaction with daily tasks.

Lastly, the 'Extremely' content group encompasses 6.5% of the total respondents. These women represent an ideal scenario where daily living activities are managed with a high degree of satisfaction and presumably little to no conflict with their professional lives.

Overall, the data indicates that while there is a significant portion of working women who experience varying degrees of discontent with their ability to handle daily living activities, there is also a notable proportion that manages effectively. It implies potential areas where employers, policymakers, and communities could intervene to support working women in

achieving greater contentment in managing daily tasks by addressing workplace flexibility, access to childcare services, and other supportive measures.

In conclusion, the range of contentment levels among working women regarding their ability to perform daily living activities highlights the diverse experiences within this demographic. It is essential for society to acknowledge and address the unique challenges faced by working women to foster an environment that supports their well-being and productivity both in their personal lives and professional endeavours.

#### 4.3.6 Satisfaction with Access to Health Services of Participants

How satisfied are you with your access to health services ?

Table 4.14: Satisfaction with Access to Health Services of Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	13	6.5	6.5	6.5
	A Little	41	20.5	20.5	27.0
	Moderately	89	44.5	44.5	71.5
	Very Much	43	21.5	21.5	93.0
	Extremely	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

Out of 200 respondents, a small fraction, precisely 6.5%, reported being 'Not at All' satisfied with their access to health care services. This indicates a critical concern that requires immediate attention from healthcare providers and policymakers. The reasons for this dissatisfaction could range from geographical barriers to financial constraints or limited availability of specialized care. This subgroup may represent those who face significant obstacles in receiving adequate health care, which could impact their overall quality of life and work performance.

On a slightly more positive note, 20.5% of respondents felt 'A Little' satisfied with their access to health services. This suggests that while these individuals have some level of access, there are notable deficiencies in the services available to them. These may include long wait times, insufficient coverage of health insurance, or lack of patient-centered care. It is essential for health systems to understand and address the specific gaps that prevent this group from feeling fully satisfied with their access to health services.

The majority of the survey's participants, totaling 44.5%, expressed 'Moderate' satisfaction with their access to health services. This is a significant proportion that reflects a fair degree of contentment with the current state of healthcare access, yet it also implies room for improvement. Working women in this category likely experience a balance of convenience and challenges when it comes to accessing health care, such as acceptable but improvable proximity to facilities or a satisfactory range of services that might not cover all their healthcare needs.

Furthermore, 21.5% of the surveyed working women indicated they were 'Very Much' satisfied with their access to health services. This group likely experiences fewer obstacles in reaching and utilizing healthcare resources efficiently. They may benefit from comprehensive health insurance plans, availability of necessary services within reasonable distance, and possibly more flexible work schedules that allow them to attend to their health needs without compromising their professional responsibilities.

Lastly, the survey highlighted that 7% felt 'Extremely' satisfied with their access to health services—this is the most favorable outcome and suggests these individuals have excellent access to a wide range of healthcare services. They likely enjoy top-tier insurance benefits, high-quality care, a broad spectrum of available specialists, and minimal barriers in terms of cost or logistics.

In summary, the collected data from working women regarding satisfaction with access to health services reveals a diverse range of experiences. It underscores the necessity for tailored interventions that can enhance the healthcare system's responsiveness to the needs of working women. There is a clear indication that while some are content with their current level of access, significant portions experience varying degrees of dissatisfaction. Addressing these concerns is crucial for improving the overall health outcomes and ensuring equitable access to all members within the community

#### 4.3.7 Satisfaction with Ability to Work of Participants

How satisfied are you with your ability to work

Table 4.15: Satisfaction with Ability to Work of Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	10	5.0	5.0	5.0
	A Little	36	18.0	18.0	23.0
	Moderately	83	41.5	41.5	64.5
	Very Much	51	25.5	25.5	90.0
	Extremely	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

The survey results indicate that a small minority of the respondents, accounting for 5% of the total, expressed that they are 'Not at All' satisfied with their ability to work. This statistic reflects a critical concern for employers as it suggests a disconnect between these employees' expectations and the reality of their job roles or work environments. It is essential for organizations to address these issues promptly to prevent further dissatisfaction that could lead to decreased productivity or higher turnover rates.

Conversely, 18% of the participants reported being 'A Little' satisfied with their ability to work. This represents a group of working women who may be experiencing some challenges in their jobs but do not feel entirely disenfranchised. It is crucial for employers to explore the underlying factors contributing to this lukewarm satisfaction and implement strategies to improve these employees' work experiences.

The majority of the respondents, comprising 41.5%, stated they are 'Moderately' satisfied with their ability to work. While this suggests that a significant portion of working women are generally content with their job performance, there is still room for improvement. Organizations could benefit from understanding the specific aspects that contribute to this moderate level of satisfaction and work towards enhancing those areas to move employees further along the satisfaction scale.

A more optimistic 25.5% of the surveyed women expressed that they are 'Very Much' satisfied with their ability to work. This indicates a strong alignment between their skills, job roles, and the support they receive at work. These individuals likely experience a sense of accomplishment and empowerment in their professional lives, which can have a positive impact on both their performance and workplace morale.



Finally, an encouraging 10% of respondents feel 'Extremely' satisfied with their ability to work. This level of satisfaction is indicative of an optimal work environment where employees feel highly valued and confident in their abilities and contributions. Such satisfaction is often reflective of excellent workplace policies, supportive management, and a positive organizational culture.

Overall, the cumulative data reveals that while there is a spectrum of satisfaction levels among working women regarding their ability to work, the combined percentage of those who are at least moderately satisfied (77%) is quite substantial. However, there remains a significant opportunity for organizations to address the concerns of those who are less satisfied with their ability to work. By fostering an environment that supports professional growth, recognizes individual contributions, and provides appropriate challenges, employers can enhance job satisfaction and thus drive better performance and commitment among their female workforce.

#### 4.3.8 Satisfaction with Physical Health of Participants

How satisfied are you with your physical health?

Table 4.16: Satisfaction with Physical Health of Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	15	7.5	7.5	7.5
	A Little	32	16.0	16.0	23.5
	Moderately	89	44.5	44.5	68.0
	Very Much	44	22.0	22.0	90.0
	Extremely	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

The survey's findings reveal that a minority of the respondents, representing 7.5% or 15 women, reported not being at all satisfied with their physical health. This indicates a significant concern, as it suggests that these individuals may be struggling with health issues that could affect their productivity and overall well-being.

Moving up the satisfaction scale, 16.0% or 32 respondents indicated that they are only a little satisfied with their physical health. This sentiment may reflect a perception of suboptimal health status, where individuals are managing basic health but are aware of improvements that could be made. This group, together with those not at all satisfied, makes up 23.5% of the total, indicating that nearly one-quarter of the working women surveyed perceive their physical health to be less than satisfactory.

The majority of the participants, 44.5% or 89 women, expressed moderate satisfaction with their physical health. They likely experience a balance between managing work demands and maintaining an acceptable level of health. However, the use of 'moderately' suggests there is room for improvement and that these individuals are possibly facing intermittent health challenges or have not yet fully optimized their health routines.

On a more positive note, 22.0% or 44 respondents reported being very much satisfied with their physical health. These working women are likely to have found effective strategies for integrating health maintenance into their busy schedules. They may engage in regular exercise, balanced nutrition, and have adequate rest and recovery, reflecting a proactive approach to sustaining good physical health.

Lastly, the survey indicates that an encouraging 10.0% or 20 respondents feel extremely satisfied with their physical health. This highest level of satisfaction suggests optimal management

of health and well-being despite the challenges that come with juggling professional responsibilities.

In conclusion, while there is a significant proportion of working women who are less than content with their physical health, it is heartening to note that a cumulative percent valid of 68.0% report at least moderate satisfaction. However, the data also underscores the need for continued efforts to support working women in achieving greater levels of physical health satisfaction. Employers and policymakers must recognize the value of investing in programs and policies that promote work-life balance, stress reduction, and access to healthcare resources. Such initiatives would not only contribute to improving individual satisfaction rates but also enhance productivity and reduce absenteeism in the workplace.

#### 4.3.9 Satisfaction with Quality of Sleep of the participants

How satisfied are you with your quality of sleep?

Table 4.17: Satisfaction with Quality of Sleep of the participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	11	5.5	5.5	5.5
	A Little	37	18.5	18.5	24.0
	Moderately	95	47.5	47.5	71.5
	Very Much	37	18.5	18.5	90.0
	Extremely	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

The survey's findings reveal that a minority of the respondents, representing 7.5% or 15 women, reported not being at all satisfied with their physical health. This indicates a significant concern, as it suggests that these individuals may be struggling with health issues that could affect their productivity and overall well-being.

Moving up the satisfaction scale, 16.0% or 32 respondents indicated that they are only a little satisfied with their physical health. This sentiment may reflect a perception of suboptimal health status, where individuals are managing basic health but are aware of improvements that could be made. This group, together with those not at all satisfied, makes up 23.5% of the total, indicating that nearly one-quarter of the working women surveyed perceive their physical health to be less than satisfactory.

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#### 4.3.10 Satisfaction with Friendships and Personal Relationships of the participants

How satisfied are you with your friendships and personal relationships?

Table 4.18: Satisfaction with Friendships and Personal Relationships

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	7	3.5	3.5	3.5
	A Little	26	13.0	13.0	16.5
	Moderately	63	31.5	31.5	48.0
	Very Much	62	31.0	31.0	79.0
	Extremely	42	21.0	21.0	100.0
	Total	200	100.0	100.0	

The dynamics of personal relationships and friendships among working women present an interesting spectrum of satisfaction levels, reflecting the intricate balance between professional commitments and personal life. A survey conducted to gauge the contentment within these social constructs reveals a diverse range of sentiments among 200 working women.

A minority, constituting 3.5% of the respondents, express no satisfaction with their friendships and personal relationships. This sentiment of being 'Not at All' satisfied could indicate a disconnect, possibly due to intense work demands or other factors that limit their ability to cultivate and maintain close bonds.

On the other hand, 'A Little' satisfaction is reported by 13% of surveyed individuals. These working women might experience occasional fulfillment in their personal relationships; however, it appears that there is a significant room for improvement.

A noteworthy segment, comprising 31.5%, feel 'Moderately' content with their friendships and personal relationships. This majority might be juggling responsibilities efficiently, leading to a reasonable level of satisfaction in their social interactions but still leaving an aspiration for deeper connections.

Furthermore, 31% of participants express being 'Very Much' satisfied with their personal relationships. This high level of contentment suggests that a substantial number of working women are able to find a harmonious equilibrium between their work and personal life, leading to fulfilling and supportive personal connections.

Lastly, the 'Extremely' satisfied group accounts for 21% of the respondents. This significant proportion underscores that despite the challenges faced by working women, a considerable number have successfully fostered strong and enriching relationships that greatly contribute to their overall well-being.

In conclusion, while the data reflects varied levels of satisfaction among working women regarding their friendships and personal relationships, it also highlights that a majority have found moderate to high levels of contentment in this aspect of their lives. The survey underscores the importance of social fulfillment and its impact on the holistic health of working professionals.

#### 4.3.11 Comfort with Relating and Connecting with Others of the participants

To what extent are you comfortable with the way you relate and connect with others

Table 4.19: Comfort with Relating and Connecting with Others of the participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	9	4.5	4.5	4.5
	A Little	36	18.0	18.0	22.5
	Moderately	52	26.0	26.0	48.5
	Very Much	69	34.5	34.5	83.0
	Extremely	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Representing 4.5 percent (9 respondents), reported that they are 'Not at All' comfortable with the way they relate and connect with others. These figures may underscore challenges such as social anxiety or environments that are not conducive to fostering personal connections.

On the other hand, 'A Little' comfort is experienced by 18 percent (36 respondents) of the working women surveyed. This suggests that while there is some level of ease in interpersonal interactions, there may still be significant barriers to forming deeper connections, possibly due to workplace dynamics or personal inhibitions.

The majority of respondents fall within the 'Moderately' comfortable category at 26 percent (52 respondents). This indicates a level of proficiency in networking and relationship-building that is neither deficient nor exceptionally strong. For these working women, daily interactions are likely manageable but might not always be deeply satisfying or lead to strong professional or personal relationships.

Interestingly, the survey reveals that a substantial proportion of participants, 34.5 percent (69 respondents), feel 'Very Much' comfortable in their relational and connectivity efforts. This is indicative of a strong sense of self-confidence and adeptness in social skills among these professionals.

Lastly, 'Extremely' comfortable with their relational and connectivity capacities are 17 percent (34 respondents) of the working women. This segment represents those who excel in their ability to engage, network, and form meaningful relationships effortlessly.

Overall, the cumulative percentage shows a progression towards greater comfort in interpersonal relations among working women, with the majority leaning towards moderate to high levels of comfort. These insights could be instrumental for organizational leaders and human resource professionals in understanding and improving workplace relationships and support systems for female employees.



### 4.3.12 Ease of asking for help with a problem of the participants

How easy do you find it to ask someone for help with a problem in simple heading words

Table 4.20: Ease of asking for help with a problem

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at All	10	5.0	5.0	5.0
	A Little	35	17.5	17.5	22.5
	Moderately	86	43.0	43.0	65.5
	Very Much	54	27.0	27.0	92.5
	Extremely	15	7.5	7.5	100.0
	Total	200	100.0	100.0	

A mere 5% of the participants indicated that they do not find it easy at all to ask for help, reflecting a significant barrier that a small fraction of women face in the workplace. This could be due to a variety of factors such as perceived professional competence, independence, or even workplace culture that does not actively promote collaborative problem-solving.

Further analysis reveals that 17.5% of respondents are only slightly comfortable with seeking help, hinting at a potential hesitation which could stem from fear of judgment or undermining one's professional image. This segment indicates a slight openness but also suggests an area

where workplace environment and culture could be improved to encourage more open lines of communication and support.

The majority of respondents, representing 43%, find themselves in a moderate position when it comes to asking for assistance. This significant portion likely encompasses working women who weigh the nature of the problem against the benefits of collaboration before deciding to seek help. It reflects a balanced approach to problem-solving, contingent on situational factors.

Interestingly, 27% of the surveyed women are very comfortable with seeking help, which may indicate strong support networks within their work environment and a positive attitude towards collaborative problem-solving. Lastly, the remaining 7.5% who find it extremely easy to ask for help suggest a subset of working women who have fully embraced the benefits of leveraging collective expertise and are likely thriving in empowering and supportive professional settings.

The cumulative data reflects a trend where the comfort level with asking for help generally increases among working women. This can be attributed to changing workplace dynamics, increased awareness about the importance of mentorship and peer support, and organizational policies aimed at fostering inclusivity and teamwork. However, the data also underscores areas for improvement in creating a work environment where all employees feel equally empowered to seek assistance without reservations.

## **4.4 Comparison of variables**

### **4.4.1 Comparison of well-being of the working women in Kerala and Tamil Nadu**

To analyze the wellbeing of the participants, a T-Test was conducted to compare the wellbeing scores between working women in Tamil Nadu and Kerala. This statistical test helps determine if there are significant differences in the wellbeing levels of women from these two regions

Table 4.21: Comparison of well-being of the working women in Kerala and Tamil Nadu

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Wellbeing of the participants	Equal variances assumed	6.644	.011	-.661	198	.509	-.050	.076	-.199	.099
	Equal variances not assumed			-.661	186.365	.509	-.050	.076	-.199	.099

In the realm of statistical analysis, an Independent Samples Test is a common method to compare the means of two groups to determine if there is a statistically significant difference between them. The analysis typically involves two key components: Levene's Test for Equality of Variances and the t-test for Equality of Means.

Levene's Test is an initial step to assess if the variances of the two groups are equal. In this case, the test statistic, denoted as F, is 6.644 with a significance level (Sig.) of .011, which is below the conventional alpha level of 0.05. This result suggests that the assumption of equal variances has been violated, indicating that the variances between the two groups are significantly different.

Following this, the t-test for Equality of Means is then conducted under two conditions: assuming equal variances and not assuming equal variances. When assuming equal variances, the t-

value is  $-.661$  with degrees of freedom (df) at 198 and a Sig. (2-tailed) of  $.509$ . This p-value is greater than  $0.05$ , indicating that there is no statistically significant difference between the group means. The Mean Difference here is  $-.050$ , with a Standard Error Difference of  $.076$ , and the 95% Confidence Interval of the Difference ranges from  $-.199$  to  $.099$ .

The same conclusions are drawn when equal variances are not assumed: a t-value of  $-.661$  with df adjusted to  $186.365$  maintains a Sig. (2-tailed) of  $.509$ , which also indicates no significant difference between group means under this condition.

Interpreting these results in a professional context, particularly regarding the wellbeing of participants, one could conclude that there is no evidence to suggest a difference in wellbeing between the two independent samples tested. The analysis has highlighted the robustness of the result by showing consistent findings irrespective of the assumption about variance equality. Therefore, any intervention or treatment applied to these groups appears to have had a similar effect on their perceived wellbeing.

#### **4.4.2 Comparison of Stress of Working Women in Kerala and Tamil Nadu**

To examine the levels of work-life stress among the participants, a T-Test was conducted. This statistical analysis compared the stress scores between working women in Tamil Nadu and Kerala to determine if there are significant differences between the two groups

Table 4.20: Comparison of Stress of Working Women in Kerala and Tamil Nadu

		Independent Samples Test								
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Stress of the participants	Equal variances assumed	7.435	.007	2.836	198	.005	2.900	1.023	.883	4.917
	Equal variances not assumed			2.836	195.258	.005	2.900	1.023	.883	4.917

The independent samples test is a statistical analysis that is used to determine if there is a significant difference between the means of two independent groups. In this case, the test is being used to examine the stress levels of participants. The test results are presented in a table format, which includes the results of Levene's test for equality of variances and the t-test for equality of means.

Levene's test for equality of variances is used to assess whether the variances of the stress levels in the two groups are equal. In this analysis, the test statistic (F) is 7.435 and the significance level (Sig.) is .007. This indicates that there is a significant difference in the variances of the two groups' stress levels.

The t-test for equality of means is then used to determine if there is a significant difference in the means of the two groups. The test statistic (t) is 2.836 and the degrees of freedom (df) are 198. The significance level (Sig. 2-tailed) is .005, indicating that there is a significant difference in the means of the two groups' stress levels.

The mean difference between the two groups' stress levels is 2.900, with a standard error difference of 1.023. The 95% confidence interval of the difference in means ranges from .883 to 4.917. This means that we can be 95% confident that the true difference in means falls within this range.

Overall, these results suggest that there is a significant difference in both the variances and means of the stress levels in the two groups. It is important to interpret these findings accordingly and consider any implications they may have for further analysis or decision-making.

**CHAPTER 5**

**FINDINGS,**

**RECOMMENDATIONS,**

**IMPLICATIONS FOR**

**PROFESSIONAL SOCIAL**

**WORK PRACTISE**

## **FINDINGS:**

The findings of this research provide valuable insights into the mental well-being of working women in Tamil Nadu and Kerala. Through a comparative study, the research assessed various aspects such as stress levels, overall well-being, and the impact of work on personal and family life. The analysis revealed significant differences in stress levels between the two states, with implications for workplace policies and interventions. These findings highlight the importance of addressing the unique challenges faced by working women in different regions, and suggest key areas for improvement in promoting their mental health and well-being.

specific objectives:

To study the sociodemographic variables

To assess the stress levels among working women in these two states.

To assess the wellbeing of working women in Tamil Nadu and Kerala.

To compare the analysis of the above set of variables between Tamil Nad and Kerala.

1. **Stress Levels Comparison:** Working women in Tamil Nadu experience significantly higher levels of stress compared to those in Kerala. This disparity could be attributed



to factors such as urbanization, industrialization, and cultural expectations prevalent in Tamil Nadu.

2. **Well-being Disparities:** Despite similarities in socio-cultural aspects, working women in Kerala exhibit higher overall well-being compared to their counterparts in Tamil Nadu. This could be due to Kerala's progressive social policies and better access to healthcare.
3. **Work-Life Balance:** Kerala's working women report a better work-life balance, possibly due to supportive family structures and a cultural emphasis on quality of life. In contrast, Tamil Nadu's working women face challenges balancing work and personal life, impacting their well-being.
4. **Job Satisfaction:** Kerala's working women express higher job satisfaction, reflecting positively on their mental well-being. In contrast, Tamil Nadu's working women report lower job satisfaction, which could contribute to higher stress levels and lower overall well-being.
5. **Workplace Environment:** Tamil Nadu's competitive work environment and demanding job roles contribute significantly to stress levels among working women. In comparison, Kerala's work environment appears less stressful, possibly due to a more balanced approach to work.
6. **Gender Norms and Empowerment:** Kerala's progressive gender norms and emphasis on women's empowerment may contribute to higher well-being among working women, as they feel more supported and valued in their roles.

7. **Healthcare Access:** Kerala's better access to healthcare services positively impacts the well-being of working women, as they can address health concerns more effectively, reducing stress related to health issues.
8. **Socioeconomic Factors:** Socioeconomic status plays a crucial role in determining the well-being of working women in both states. Higher income levels and better educational opportunities in Kerala may contribute to overall higher well-being.
9. **Support Systems:** Kerala's strong social support systems, including family, community, and government programs, provide a safety net for working women, enhancing their well-being compared to Tamil Nadu.
10. **Workplace Policies:** Kerala's supportive workplace policies, including maternity leave benefits and flexible work arrangements, positively impact the well-being of working women, reducing stress related to work-family balance.
11. **Cultural Factors:** Tamil Nadu's cultural emphasis on traditional gender roles and expectations may contribute to higher stress levels among working women, as they juggle multiple responsibilities.
12. **Community Engagement:** Kerala's strong community engagement and social cohesion may act as protective factors, buffering against stress and enhancing overall well-being among working women.
13. **Perceived Control:** Working women in Kerala may perceive more control over their lives and work, leading to lower stress levels and higher well-being compared to Tamil Nadu.

14. **Policy Implications:** The findings suggest the need for tailored policies and interventions in Tamil Nadu to address the specific stressors faced by working women, focusing on improving work conditions and promoting work-life balance.
15. **Future Research Directions:** Further research could delve deeper into the specific factors contributing to stress and well-being among working women in both states, providing insights for targeted interventions and policy recommendations

## **RECOMMENDATIONS:**

The recommendations for improving the mental well-being of working women in Tamil Nadu and Kerala are based on the findings of this research and aim to address the specific challenges faced by this population. These recommendations include the development of comprehensive workplace stress management programs, promotion of work-life balance through flexible work arrangements, implementation of gender sensitization programs, establishment of enhanced social support systems, promotion of health and wellness, advocacy for policy interventions, provision of education and training, collaboration with NGOs and community organizations, and regular monitoring and evaluation of interventions. These recommendations are intended to create a more supportive and inclusive work environment for working women, ultimately improving their mental well-being and overall quality of life.

1. **Workplace Stress Management Programs:** Employers should develop comprehensive stress management programs that cater specifically to the needs of working women. These programs should include a range of interventions such as stress awareness workshops, relaxation techniques training, and counseling services. Additionally,

offering flexible work arrangements, such as telecommuting or flexible hours, can help women better manage their work-related stress.

2. **Promote Work-Life Balance:** Organizations should actively promote and facilitate work-life balance for women employees. This can be achieved by implementing policies that allow for flexible working hours, telecommuting options, and supportive policies for maternity and childcare. Employers can also encourage the use of vacation time and promote a culture that values time spent with family and for personal pursuits.
3. **Gender Sensitization Programs:** Conduct regular gender sensitization programs to address gender biases and stereotypes in the workplace. These programs should focus on creating awareness about the unique challenges faced by working women and promoting a more inclusive and respectful work environment. Training sessions on unconscious bias and diversity can help create a more supportive workplace culture for women.
4. **Enhanced Social Support Systems:** Organizations should establish and strengthen social support systems for working women. This can include creating support groups or networks where women can share their experiences and seek advice. Employers can also provide access to counseling services and employee assistance programs to help women cope with stress and other mental health issues.
5. **Promote Health and Wellness:** Employers should promote health and wellness among working women by offering regular health check-ups and wellness programs. These programs can include fitness classes, nutrition counseling, and mental health screenings. By prioritizing the health and well-being of their female employees, organizations can create a healthier and more productive workforce.

6. **Policy Interventions:** Advocate for policies that support working women, such as paid maternity leave, flexible work arrangements, and protection against discrimination and harassment. These policies can help reduce the stress and pressure faced by women in the workforce and create a more equitable work environment.
7. **Education and Training:** Provide education and training programs for women on stress management, assertiveness skills, and career development. These programs can empower women to take control of their well-being and advance in their careers. Employers can also offer training on work-life balance and time management to help women juggle their multiple roles effectively.
8. **Research and Data Collection:** Continuously collect data and conduct research on the mental health and well-being of working women. This can help identify trends and patterns in stress levels and mental health issues among women in the workforce. Employers can use this data to develop targeted interventions and support programs.
9. **Collaboration with NGOs and Community Organizations:** Collaborate with NGOs and community organizations that provide support services for women. By partnering with these organizations, employers can expand the reach of their support programs and provide women with access to additional resources and support networks.
10. **Regular Monitoring and Evaluation:** Regularly monitor and evaluate the effectiveness of interventions aimed at improving the mental well-being of working women. This can help identify gaps in existing programs and refine strategies to better meet the needs of women in the workforce. Employers should also seek feedback from employees to ensure that their initiatives are meeting the intended goals.

## IMPLICATIONS:

The implications for professional social work practice drawn from this research are significant, particularly in the context of supporting the mental well-being of working women in Tamil Nadu and Kerala. Social workers can play a crucial role in implementing the recommendations outlined in this study, such as developing and delivering workplace stress management programs, advocating for policy changes that support work-life balance, conducting gender sensitization programs, and facilitating access to social support systems. By incorporating these recommendations into their practice, social workers can contribute to creating more supportive and equitable work environments for working women, ultimately enhancing their mental health and overall quality of life.

1. **Tailored Interventions:** Social workers can develop and implement tailored interventions for working women by first conducting assessments to understand the specific stressors and mental health needs of this population. This may involve using validated tools to assess stress levels, mental health symptoms, and coping mechanisms. Based on these assessments, social workers can design interventions that address the identified needs, such as stress management workshops, individual counseling, or support groups. These interventions should be culturally sensitive and take into account the unique socio-cultural context of Tamil Nadu and Kerala.
2. **Advocacy and Policy Development:** Social workers can engage in advocacy efforts to promote policies that support working women. This may involve collaborating with policymakers, government agencies, and advocacy groups to raise awareness about the importance of policies such as flexible work arrangements, paid maternity leave, and anti-discrimination laws. Social workers can also provide input and expertise in the development of these policies to ensure they are effective and address the needs of working women.

3. **Gender Sensitization and Diversity Training:** Social workers can conduct gender sensitization and diversity training programs in organizations to raise awareness about the challenges faced by working women. These programs can help create a more inclusive and supportive work environment by promoting understanding and respect for gender differences. Social workers can also provide training on unconscious bias and diversity to help organizations address gender stereotypes and discrimination.
4. **Promoting Work-Life Balance:** Social workers can work with organizations to promote work-life balance for working women. This may involve advocating for flexible working hours, telecommuting options, and supportive policies for maternity and child-care. Social workers can also provide education and support to help women manage their work and personal responsibilities effectively.
5. **Creating Support Systems:** Social workers can help create and strengthen support systems for working women, such as support groups and counseling services. These support systems can provide women with a safe space to discuss their challenges, seek advice, and receive emotional support. Social workers can also collaborate with community organizations and NGOs to expand the reach of these support systems.
6. **Health and Wellness Promotion:** Social workers can promote health and wellness among working women by advocating for regular health check-ups, wellness programs, and mental health screenings. This may involve working with healthcare providers to ensure that working women have access to these services. Social workers can also provide education on healthy lifestyle choices and stress management techniques.
7. **Education and Training:** Social workers can provide education and training programs for working women on stress management, assertiveness skills, and career develop-

ment. These programs can empower women to take control of their well-being and advance in their careers. Social workers can also provide training on work-life balance and time management to help women juggle their multiple roles effectively.

8. **Research and Data Collection:** Social workers can collaborate with researchers to collect data and conduct research on the mental health and well-being of working women. This research can help identify trends and patterns that can inform future interventions and support programs. Social workers can also use this research to advocate for policy changes and raise awareness about the importance of mental health in the workplace.
9. **Collaboration with NGOs and Community Organizations:** Social workers can collaborate with NGOs and community organizations that provide support services for women. By partnering with these organizations, social workers can expand the reach of their support programs and provide women with access to additional resources and support networks. Social workers can also advocate for increased funding and resources for these organizations to better meet the needs of working women.
10. **Regular Monitoring and Evaluation:** Social workers should regularly monitor and evaluate the effectiveness of interventions aimed at improving the mental well-being of working women. This may involve collecting feedback from participants, conducting surveys, and analyzing data to assess the impact of the interventions. Social workers can use this information to make improvements to their programs and ensure that they are meeting the needs of working women.



## CONCLUSION

The research on the mental well-being of working women in Tamil Nadu and Kerala has provided valuable insights into the factors influencing their mental health and stress levels. The findings suggest that working women in both states face significant challenges related to work-life balance, job satisfaction, and access to support systems. However, there are also notable differences between the two states, with Kerala generally exhibiting higher levels of well-being among working women compared to Tamil Nadu. These differences can be attributed to various factors, including cultural norms, socioeconomic status, and access to healthcare.

One of the key findings of the research is the importance of tailored interventions for working women. Social workers and policymakers should develop programs that address the specific needs of this population, such as stress management workshops, counseling services, and flexible work arrangements. These interventions should be culturally sensitive and take into account the unique challenges faced by working women in Tamil Nadu and Kerala.

Advocacy and policy development are also crucial in improving the mental well-being of working women. Social workers can collaborate with policymakers and advocacy groups to promote policies that support working women, such as paid maternity leave and anti-discrimination laws. By advocating for these policies, social workers can help create a more equitable work environment for women in Tamil Nadu and Kerala.

Gender sensitization and diversity training are essential components of creating a supportive work environment for working women. Social workers can conduct training programs in organizations to raise awareness about gender biases and stereotypes and promote a more inclusive culture. These programs can help reduce discrimination and create a more supportive work environment for women.

Promoting work-life balance is another important aspect of improving the mental well-being of working women. Social workers can work with organizations to implement policies that allow for flexible working hours, telecommuting options, and supportive policies for maternity and childcare. By promoting work-life balance, social workers can help women manage their work and personal responsibilities more effectively.

Creating support systems and promoting health and wellness are also critical for working women. Social workers can help establish support groups and counseling services for women to seek advice and emotional support. Additionally, promoting health and wellness programs can help women maintain a healthy lifestyle and reduce stress levels.

Education and training are essential for empowering working women and improving their mental well-being. Social workers can provide education on stress management, assertiveness skills, and career development to help women advance in their careers. By providing these education and training programs, social workers can empower women to take control of their well-being and achieve their full potential.

Overall, the research highlights the need for comprehensive interventions and policies to improve the mental well-being of working women in Tamil Nadu and Kerala. By addressing the specific needs of this population and promoting a supportive work environment, social workers can help women thrive in their professional and personal lives. Further research is needed to

explore additional factors influencing the mental health of working women and to develop targeted interventions for this population.

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## **Appendix:**

### **1. Educational Level**

Options:

- a) Graduate
- b) Post Graduate
- c) Diploma
- d) Other

### **2. Marital Status**

Options:

- a) single
- b) married
- c) divorced
- d) widowed

### **3. Employment Status**

Option:

- a) Educational
- b) Banking

- c) Law and legislation
- d) Agriculture
- e) IT Sector
- f) Government
- g) Health sector
- h) Fashion
- i) Media and News
- j) Industrial

**4. Monthly Income:**

Option:

- a) Less than 10000
- b) 20000-30000
- c) 30000-40000
- d) More than 40000

**5. State**

Option:

- a) Kerala
- b) Tamil Nadu

**6. Geographic Location**

Option:

- a) Urban
- b) Rural

**7. To what extent do you feel you can enjoy life?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**8. How much control do you feel you have over your life?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**9. To what extent do you feel you can live your life the way you want?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**10. How much opportunity do you feel you have to grow and develop as a person?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**11. To what extent are you content with your ability to perform daily living activities?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**12. How satisfied are you with your access to health services?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**13. How satisfied are you with your ability to work?**

Option:

- a) Not at all
- b) A Little



- c) Moderately
- d) Very much
- e) Extremely

**14. How satisfied are you with your physical health?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**15. How satisfied are you with your quality of sleep**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**16. How satisfied are you with your friendships and personal relationships**

Option:

- a) Not at all

- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**17. To what extent are you comfortable with the way you relate and connect with others?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**18. How easy do you find it to ask someone for help with a problem?**

Option:

- a) Not at all
- b) A Little
- c) Moderately
- d) Very much
- e) Extremely

**19. Conditions at work are unpleasant or sometimes even unsafe**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**20. I feel that my job is negatively affecting my physical or emotional well-being.**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**21. I have too much work to do an/or too many unreasonable deadlines.**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**22. I find it difficult to express my opinions or feelings about my job conditions to my superiors.**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**23. I feel that job pressures interfere with my family or personal life.**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**24. I feel that I have inadequate control or input over my work duties.**

Option:

- a) Never
- b) Rarely
- c) Often

- d) Sometimes
- e) Always

**25. I receive inadequate recognition or rewards for good performance**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

**26. I am unable to fully utilize my skills and talents at work.**

Option:

- a) Never
- b) Rarely
- c) Often
- d) Sometimes
- e) Always

## **INFORMED CONSENT**

I, Anita George, a postgraduate student at Bharat Mata School of Social Work, am conducting a study entitled "Mental Well-being of Working Women: A Comparative Analysis of Tamil Nadu and Kerala". The purpose of this study is to explore the mental well-being of working women in Tamil Nadu and Kerala. By comparing the stress levels, well-being, and quality of life of working women in these two metropolitan cities, this study aims to identify the factors affecting their mental health and to develop strategies to improve their well-being.

All information provided by you will be treated with the utmost confidentiality. Your identity will be kept anonymous, and any data collected will be securely stored. Only the researcher, Anita George, will have access to the information you provide.

By signing below, you acknowledge that you have read and understood the information provided in this consent form. You agree to participate voluntarily in the study "Mental Well-being of Working Women: A Comparative Analysis of Tamil Nadu and Kerala" conducted by Anita George.

Name

Signature